

>> GOOD AFTERNOON.

MY NAME IS CASEY KEANE, I'M DIRECTOR OF CAPACITY BUILDING AND EDUCATION HERE AT THE NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE.

THANK YOU SO MUCH FOR JOINING US TODAY FOR THIS WEBINAR ENTITLED "EMBRACING THE INTERSECTIONALITY OF OPPRESSION LENS, BRINGING THE MARGINS TO THE CENTER." THIS IS THE FINAL SESSION IN OUR SERIES OF DVAM EVENTS HOSTED BY THE NRCDV, EXPLORING THE INTERSECTIONALITY OF OPPRESSIONS AND THE IMPORTANCE OF FOSTER PARTNERSHIPS ACROSS SECTORS AND BETWEEN ALLIED SOCIAL JUSTICE MOVEMENTS. FOR MORE INFORMATION ABOUT OUR AWARENESS PLUS ACTION EQUALS SOCIAL CHANGE CAMPAIGN, PLEASE VISIT NRCDV.ORG/DVAM.

TODAY WE ARE TRIED TO HAVE OUR FRIEND FROM WOMEN OF COLOR NETWORK, INC., THE REVEREND DR. ALEESE MOORE-ORBIH, LINA JUARBE BOW TELL LA, AND ZOE FLIERS, ALONG WITH THEIR PARTNERS, GABBY SANTOS FROM OUR OWN VOICES, INC., AND KALIMAH JOHNSON FROM SASHA CENTER, INK.

TODAY'S PRESENTERS ARE ALL COMMUNITY ORGANIZERS WHO WORK FROM AN INTERSECTIONAL LENS AND THEY ALL SHARE A DEEP LOVE FOR PEOPLE.

* YOU CAN LEARN MORE ABOUT THEM AND THE VAST EXPERIENCE THEY BRING TO THIS TOPIC BY READING THEIR BIOS WHICH ARE AVAILABLE THROUGH THE CONTENT LINK YOU RECEIVED IN YOUR REMINDER EMAIL.

THIS LINK WILL ALSO BE SENT OUT AFTER THE CLOSE OF THE SESSION.

OUR PRESENTERS WILL DISCUSS THE NECESSITY FOR INTERSECTIONALITY IN OUR WORK AS WE SEEK OUR COLLECTIVE LIBERATION, REFERRING TO THIS AS AN INTENTIONAL PROCESS TO CONNECT THE DOTS.

IN TODAY'S SESSION, THE PRESENTERS WILL DISCUSS THE SIGNIFICANCE, GIFTS, CHALLENGES, SUCCESSES AND THE EVOLUTION OF USING INTERSECTIONALITIES OF OPPRESSION LENS AS THE MAIN APPROACH TO OUR MOVEMENT WORK.

OUR INTENTION IS FOR THIS TO BE AN INTERACTIVE DISCUSSION.

THERE WILL BE OPPORTUNITIES FOR YOU TO SHARE YOUR IDEAS AND EXPERIENCES VIA TEXT CHAT, AND WE WILL ALSO INVITE YOU TO CHIME IN ON THE PHONE.

YOU CAN INDICATE THAT YOU WOULD LIKE TO SPEAK BY RAISING YOUR HAND.

YOU'LL SEE THAT UNDER "MY STATUS" NEXT TO THE DIAL-IN NUMBER ON THE TOP LEFT CORNER.

WE HOPE THAT YOU WILL UTILIZE THESE OPTIONS ENGAGING WITH US TODAY.

BEFORE I INTRODUCE OUR SPEAKERS, I WOULD LIKE TO START BY POSING A FEW POLLING QUESTIONS.

I'M GOING TO SHARE THE FIRST QUESTION NOW.

PLEASE TAKE A MOMENT TO SELECT YOUR RESPONSE TO THIS QUESTION.

HOW LONG HAVE YOU BEEN WORKING IN THE MOVEMENT TO END GENDER-BASED VIOLENCE? YOUR OPTIONS ARE 0 TO 2 YEARS, THREE TO FIVE, SIX TO TEN, 11 TO 20 AND 21 PLUS.

WE WANT TO GET A SENSE OF HOW LONG THE PARTICIPANTS TODAY HAVE BEEN DOING THIS IMPORTANT WORK.

I'LL GIVE YOU A MOMENT TO RESPOND AND THEN I'LL SHARE THE RESULTS.

OKAY, GREAT.

SO IT LOOKS LIKE WE'RE PRETTY SPREAD ACROSS THE BOARD.

WITH MANY OF US HAVING BEEN DOING THIS WORK FOR ABOUT 6 TO 10 YEARS.

NOBODY HAS BEEN DOING IT FOR MORE THAN 21 SO THAT IS REALLY HELPFUL TO SEE AND GIVE THE PRESENTERS A SENSE OF WHO'S PARTICIPATING TODAY.

I'LL WE'VE GOT A FEW QUESTIONS TO START WITH TODAY.

THIS PERSON IS, WHERE ARE YOU PERSONALLY WHEN IT COMES TO EXPLORING OR EMBRACING AN INTERSECTIONALITY OF OPPRESSION LENS?

IF YOU CAN, CHOOSE FROM THE FOLLOWING OPTION, EITHER, I'M STARTING TO SLOW THIS, I FOLLOW THE FRAMEWORK AND I'M INTENTIONAL ABOUT APPLYING IT, THIS IS AN INTEGRATED PART OF WHO I AM AND HOW I SEE THE WORLD, OR IF YOU WOULD ANSWER THE QUESTION DIFFERENTLY, WE WOULD INVITE YOU TO SHARE YOUR RESPONSES IN THE TEXT CHAT.

LIKE PEOPLE ARE RESPONDING.

AGAIN, IF NONE OF THESE ANSWERS FIT, PLEASE FEEL FREE TO USE THE TEXT CHAT TO SHARE YOUR RESPONSE.

OKAY, I'LL SHARE.

LOOKS LIKE WE'RE ACROSS THE SPECTRUM WHEN IT COMES TO WHERE WE ARE PERSONALLY WHEN IT COMES TO EMBRACING THIS LENS AND THIS APPROACH.

WITH MANY OF US FALLING SOMEWHERE AROUND, YOU KNOW, VALUING THE FRAMEWORK OR HAVING IT AS AN INTEGRATED PART OF WHO WE ARE.

SIGHT LOOKS LIKE WE'RE PRETTY UNVARIED WHEN IT COMES TO THE RESPONSES TO -- TO THAT QUESTION.

I'LL MOVE ON TO THE NEXT QUESTION.

THANK YOU SO MUCH, THIS IS SO HELPFUL.

* THIS QUESTION IS, WHERE IS YOUR AGENCY OR ORGANIZATION WHEN IT COMES TO EMBRACING AN INTERSECTIONALITY OF OPPRESS LENS?

THE FIRST QUESTION IS REALLY -- TO YOU PERSONALLY.

THE OPTIONS WE PROVIDE ARE THIS IS NOT A CONVERSATION WE'RE HAVING, WE'VE DISCUSSED INTER-- WE'VE DISCUSSED INTERSECTIONALITY.

WE APPLY CONCEPTS OF INTERSECTIONALITY TO OUR PROJECTS AND PROGRAMS, OR WE'VE INCORPORATED IT -- THIS LANGUAGE INTO OUR MILLIONS, VISION, PURPOSE, ALL OF OUR ORGANIZATIONAL DOCUMENTS.

PLEASE TAKE A MOMENT TO SHARE YOUR RESPONSE.

WOW, REALLY SPREAD OUT ACROSS THE BOARD ALTHOUGH MANY ORGANIZATIONS HAVE APPLIED CONCEPTS OF INTERSECTIONALITY TO THEIR PROJECTS AND PROGRAMS ALREADY AND THAT'S, I THINK, REALLY GOOD NEWS, REALLY GOOD TO SEE.

IT'S CONCERNING I THINK THE 5% WHO ARE NOT YET HAVING THIS CONVERSATION, WE HOPE THAT TODAY'S WEBINAR WILL HELP TO BRING YOU THE TOOLS TO BE ABLE TO BRING THIS CONVERSATION TO THE ORGANIZATION AND WE ARE SO GRATEFUL THAT YOU'RE HERE HAVING THE DISCUSSION WITH US TODAY.

AND IT LOOKS LIKE 18% FEEL AS THOUGH THEY HAVE FULLY INCORPORATED THIS KIND OF LANGUAGE AND APPROACH INTO THEIR PROGRAM POLICIES AND PRACTICES, SO REALLY GOOD INFORMATION, TO HAVE, THANK YOU.

SO ONE LAST QUESTION FROM OUR PRESENTERS.

WHAT ARE THE LARGEST BARRIERS TO EMBRACING THIS LENS IN YOUR WORK?

FOR THOSE OF YOU WHO HAVEN'T HAD THE CONVERSATION, FOR THOSE WHO ARE -- IT'S A NEW CONVERSATION THAT YOU'RE HAVING, OR MAYBE YOU'RE FINDING THAT YOU JUST AREN'T ABLE TO GET IT FULLY INCORPORATED, WHAT IS THE BARRIER THAT YOU'RE SEEING, EITHER YOU NEED TO LEARN MORE, THERE'S NO TIME TO DO IT, THERE'S OTHER

IMPORTANT THINGS TO DO?

THERE'S A LACK OF BUY-IN OR SUPPORT FROM LEADERSHIP, OH IF YOU HAVE ANOTHER CHALLENGE THAT YOU CAN SHARE WITH US, LOOKS LIKE SO FAR AS I SEE THE RESPONSES ROLL IN, ABOUT 2% OF PEOPLE IDENTIFY AS OTHER, IF YOU WOULD BE WILLING TO SHARE WITH US IN THE TEXT CHAT WHAT THOSE DISTINCT CHALLENGES ARE, I'LL SEE IF I CAN EVEN CALL YOU OUT.

MAYA, WOULD YOU PLEASE SHARE WITH US WHAT YOUR CHALLENGES MIGHT BE? THIS IS GOING TO BE REALLY HELPFUL TO OUR PRESENTERS IN HELPING MAKE SURE THE PRESENTATION IS RESPONSIVE TO YOUR NEEDS, SO I'M SEEING IN THE TEXT CHAT, MAINSTREAM MINDSET AND OLD WAYS OF THINKING. FUNDING RESTRICTIONS.

THANKS, MAYA.

AMBER IS SAYING FUNDERS TAKE OUT INTERSECTIONAL WORK.

SARAH IS ALSO SAYING FUNDING PRIORITIES, AND SARAH -- ANOTHER SARAH IS SAYING, "ALL OF THE ABOVE."

LET ME SHARE THE RESULTS THAT WE'RE SEEING WHICH IS ABOUT A QUARTER SAYING WE JUST NEED MORE INFORMATION.

ANOTHER QUARTER IS SAYING WE JUST CAN'T GET BUY-IN FROM LEADERSHIP.

AND SO THANK YOU SO MUCH, AGAIN, I'M* GOING TO MOVE ON.

IT'S HELPFUL.

I'M PLEASED TO TURN THIS OVER TO TODAY'S PRESENTERS AND WE WILL START WITH ZOE, SO LET ME PASS THE MICROPHONE TO ZOE AND, ZOE, POLICE GO AHEAD.

>> THANK YOU, CASEY.

* FIRST OF ALL, THANKS TO EVERYBODY THAT'S PARTICIPATING IN THE CALL SO FAR.

[AUDIO IS DIFFICULT TO UNDERSTAND]

>> I JUST WANT TO TELL YOU PRETTY QUICKLY ABOUT THE -- WHO WE ARE.

SINCE 1997, WOMEN'S NETWORK HAS PROVIDED TRAINING TO INDIVIDUALS AND ORGANIZERS -- WE'RE DEDICATED TO BUILDING CAPACITY OF WOMEN OF COLOR ADVOCATES AND ACTIVISTS, AND THE WAY WE DO...

[AUDIO IS DIFFICULT TO HEAR]

>>

[NO AUDIO]

AND THE ADVANCEMENT HAVE THE WORK AND LEADERSHIP.

* AND OUR GOAL FOR TODAY...

>> ZOE, CAN I STOP YOU FOR A SECOND?

YOU'RE BREAKING UP A BIT, PEOPLE ARE HAVING A HARD TIME HEARING YOU.

I DON'T KNOW IF YOU CAN ADJUST YOUR PHONE?

>> LET ME TRY.

CAN YOU HEAR ME BETTER NOW?

IS IT BETTER?

>> THAT SOUNDS OKAY, YES, IT WAS JUST BREAKING UP A LITTLE BIT.

THANK YOU SO MUCH.

>> ZOE: I'M GOING TO SWITCHER PHONES AND WE'LL SEE IF THIS IS BETTER, TOO.

>> I'M ONLY LAUGHING BECAUSE ZOE AND I HAVE BEEN TESTING HER PHONE * OVER THE PAST COUPLE DAYS AND HAVING THESE...

>> IS THAT BETTER?

>> OH, THAT'S WONDERFUL.

THANK YOU, ZOE.

>> OKAY.

OKAY, NO PROBLEM.

SO LIKE I WAS SAYING, I'LL JUST READ IT AGAIN SINCE YOU COULDN'T HEAR ME, SINCE 1997, WOMEN OF COLOR NETWORK HAS PROVIDED CULTURALLY RELEVANT TRAINING AND TECHNICAL ASSISTANCE ACROSS THE COUNTRY TO HELP INDIVIDUALS AND ORGANIZATIONS THAT ARE REACHED INSTEAD OF MARGINALIZED COMMUNITY. WE'RE REALLY DEDICATED TO BUILDING THE CAPACITY OF WOMEN OF COLOR ADVOCATES AND ADVOCATES ALIGNING AND ACTIVISTS RESPONDING TO VIOLENCE AGAINST WOMEN IN COMMUNITY OF COLOR AND THE WAY WE DO THIS IS THROUGH TRAINING, TECHNICAL ASSISTANCE AND ADVOCACY, AND OUR WORK IS REALLY TO HELP FOSTER WOMEN OF COLOR -- ADVANCEMENTS OF ANTI-VIOLENCE WORK AND LEADERSHIP.

[AUDIO IS STILL DIFFICULT TO HEAR]

>> THE PURPOSE IS TO ENGAGE YOU ALL IN A DISCUSSION ABOUT THE NECESSITY FOR -- INTERSECTIONALITY IN OUR WORK AS WE SEEK OUR COLLECTIVE LIBERATION AND I'M REALLY GLAD TO SEE IN THE POLL THAT SOME OF Y'ALL ARE ALREADY DOING THIS WORK, YOU HAVE AN UNDERSTANDING OF WHAT IT IS AND I'M GLAD FOR THAT AND WHAT WE WANT TO DO IS GAIN TOOLS FOR DEVELOPING AND IMPLEMENTING RELEVANT AND EFFECTIVE PROGRAMMING TO FOSTER HEALTHY COMMUNITY.

SO, FINALLY, THIS IS A 90-MINUTE WEBINAR AND WE'RE GOING TO MOVE THROUGH THE ENTIRE PRESENTATION BELIEVING THAT MOST OF YOUR QUESTIONS WILL BE ANSWERED ALONG THE WAY BECAUSE WE REALLY WANT THIS TO BE AN ENGAGING CONVERSATION AND WE'RE ALSO GOING TO PUT TIME AWAY AT THE END TO HAVE QUESTIONS AND COMMENTS, AS WELL.

SO, AGAIN, JUST FEEL FREE TO USE THAT CHAT THROUGHOUT.

THIS PRESENTATION.

SO NOW I'M GOING TO TURN IT OVER TO ALEESE AND SHE'LL TALK MORE ABOUT INTERSECTIONALITY.

>> ALEAST, IF YOU'RE SPEAKING, YOU MIGHT BE MUTED.

>> HOW DID YOU KNOW I WAS MUTED, CASEY?

>> WE'VE GOT YOU NOW.

THANKS.

>> THANK YOU.

THANK YOU, ZOE, AND I WANT TO THANK ALL OF THE ADVOCATES * AND ACTIVISTS WHO TOOK OUT TIME FROM THEIR BUSY SCHEDULES TO PARTICIPATE IN THIS CALL TODAY. IT IS A CALL TO ACTION IN -- AND IT IS OUR HOPE, AS ZOE SO WELL PUT, TO PROVIDE SOME NEW INFORMATION FOR YOU AND SOME INSPIRATION, AS WELL, TO GO DEEPER IN YOUR UNDERSTANDING AS WELL AS YOUR WORK AROUND AND UNDERSTANDING AND APPLYING INTERSECTIONALITY LENS.

SO YOU KNOW, INTERSECTIONALITY IS A NEW BUZZ WORD, KIMBERLY CRENSHAW AND BILL HAVE PUT IT ON THE MAP AND IT'S BEING USED ACROSS BLACK FEMINIST AND WOMANIST RESEARCH AND IT'S STARTING TO MAKE ITS WAY INTO GRASS ROOTS APPLICATIONS.

I THINK THE THEORY AND THE LANGUAGE THAT WE'RE USING AROUND INTERSECTIONALITY IS NEW BUT I THINK FOR SOME OF US, IT'S WHAT WE'VE ALWAYS DONE, IT'S THE ONLY

WAY WE REALLY KNOW TO DO THIS WORK ESPECIALLY AS WOMEN OF COLOR, SO I JUST -- I WANT TO MAKE THIS AS SIMPLE AS POSSIBLE SO I JUST WANT TO SAY THAT INTERSECTIONALITY IN A VERY SIMPLE WAY IS JUST THE INTERSECTIONS BETWEEN THE DIFFERENT FORMS OF OPPRESSION.

THAT'S ALL IT IS, JUST UNDERSTANDING THE INTERSECTIONS BETWEEN THE DIFFERENT FORMS OF OPPRESSION.

AND SO IT'S A JUSTICE -- IT'S A SOCIAL JUSTICE MAKING LENS AND, AGAIN, I THINK IT'S, YOU KNOW, THE WAY IN WHICH WE SEE OUR WORK IN COMMUNITIES OF COLOR HISTORICALLY.

INTERSECTIONALITY REQUIRES THAT YOU RECOGNIZE THE INJUSTICES IN PEOPLE'S LIVES AND THEIR EXPERIENCES.

UNTIL WOMEN OF COLOR...

WOMEN OF COLOR REALLY CANNOT BE INTERACTED WITH OR UNDERSTOOD SIMPLY BY THE GENDER BINARY OR SIMPLY BY RACE, JUNE, INTERSECTIONALITY IS TEACHING US, THAT REALLY TO UNDERSTAND WOMEN OF COLOR FULLY AND TO CREATE RELEVANT AND EFFECTIVE APPROACHES TO ANY ISSUES IN OUR LIVES, WE MUST FIRST UNDERSTAND HOW HISTORICALLY AND CURRENTLY SEXISM AND RACISM INTERACT AND COMPLICATE OTHER OPPRESSIONS IN OUR LIVES.

AT WOCN, WE TALK ABOUT INTERSECTIONALITY AS CONNECTING THE DOTS AND FOR THOSE OF YOU WHO MUCH PARTICIPATED IN ANY OF OUR -- WHOEVER IS MOVING THE SLIDE, I'M ON SLIDE FIVE.

SORRY.

FOR THOSE OF YOU WHO HAVE PARTICIPATED IN OUR JAGGED JUSTICE CALLS, YOU HEARD US JUST THAT LANGUAGE.

WE CONNECT THE DOTS AROUND THE INJUSTICE OR THE LACK OF JUSTICE IN WOMEN OF COLOR LIVES.

AND IN OUR WORK AND OUR RELATIONSHIPS, WE CONNECT THOSE DOTS BETWEEN SEXISM AND RACISM, HETERO NORMALITY, PATRIARCHY, COMMUNITY VIOLENCE, STATE VIOLENCE, * ECONOMIC JUSTICE, REPRODUCTIVE INJUSTICE, JUST TO NAME SOME OF THE INTERSECTIONS OF -- WOMEN OF COLOR ENCOUNTER AND WE CONNECT ALL THOSE INJUSTICES WITH THE INJUSTICE OF INTERPERSONAL VIOLENCE, WE CONNECT ALL THOSE DOTS TOGETHER BECAUSE WE KNOW THAT WOMEN OF COLOR CANNOT BE UNDERSTOOD IN JUST

A BUBBLE, THAT INNER -- I'M GETTING TEXT MESSAGES AND I DON'T KNOW WHAT TO DO WITH THOSE.

SO INTERPERSONAL VIOLENCE DOESN'T HAPPEN IN A BUBBLE, BOTH THE CAUSATIONS AND THE IMPACTS OF I.T.V. IS COMPLICATED AND IT INTERMINGLES WITH ALL THE VIOLENCE AND OPPRESSION THAT WOMEN OF COLOR EXPERIENCE.

WOMEN OF COLOR AND GIRLS, I SHOULD SAY.

SO ONE OF THE WAYS -- NOW I'M READY TO GO TO SLIDE 6, I GUESS I'M SUPPOSED TO MOVE MY OWN SLIDES.

THERE WE GO.

[LAUGHTER]

ACTUALLY, I'M NOT QUITE READY FOR THAT ONE.

THERE WE GO.

SO ONE OF THE WAYS IN WHICH WOCN APPLIES INTERSECTIONALITY LENS TO OUR WORK IN I.T.V. IS THROUGH WHAT WE CALL THE THREE-TIER APPROACH.

THE THREE-TIER APPROACH ENABLES SERVICE PROVIDERS AND FUNDERS TO LOOK AT THE NEEDS OF UNDERSERVED POPULATIONS IN A WAY THAT TAKES INTO CONSIDERATION THE HISTORICAL AND THE ONGOING SYSTEMIC AND OPPRESSION IN SOCIETAL BARRIERS. THE THREE-TIER APPROACH ALLOWS US TO TAKE INTO CONSIDERATION THE SYSTEMIC OPPRESSIONS THAT -- SO THAT WE CAN BETTER UNDERSTAND UNDERSERVED POPULATIONS AND NOT SEE UNDERSERVED POPULATIONS AS THIS MONOLITHIC GROUP AS IT IS DESIGNATED IN POSSIBLY IN RFPS OR IN A GRANT OR IN A PROPOSAL.

UNDERSERVED POPULATIONS IS A VERY DIVERSE GROUP OF PEOPLE AND SO WE TAKE UNDERSERVED POPULATIONS AND USE OUR THREE-TIERED LENS, AND WE UNDERSTAND UNDERSERVED POPULATIONS TO BE COMPRISED OF POPULATIONS THAT ARE UNSERVED, POPULATIONS THAT ARE UNDERSERVED, AND POPULATIONS THAT ARE INADEQUATELY SERVED.

AND FOR MORE INFORMATION, YOU CAN VISIT OUR WEBSITE AND YOU'LL SEE ON THE TOP RIGHT-HAND CORNER OF OUR WEBS, YOU'LL SEE THE THREE-TIER TOOL KIT AND YOU CAN CLICK ON THAT AND WORK RIGHT THROUGH THE VERY MANY PIECES OF INFORMATION THAT HELP YOU BETTER UNDERSTAND AND APPLY THE THREE-TIERED SYSTEM IN YOUR WORK LOCALLY.

SO THAT'S JUST ONE OF THE WAYS IN WHICH WOCN USES THE INTERSECTIONALITY LENS. ANOTHER WAY THAT WOCN UTILIZES THE LENS OR THE PRINCIPLES IS BY INTENTIONALLY PARTNERING WITH NATIONAL AND GRASS ROOTS ORGANIZATIONS WHO WORK -- THAT WORK DIRECTLY WITH THE MARGINALIZED OF THE MARGINALIZED.

WE ARE INTENTIONAL ABOUT SHARING OUR NATIONAL PLATFORM IN OUR ACCESS WITH THOSE WHO ARE MOST AT RISK IN COMMUNITY OF COLOR FOR VIOLENCE AND DISCRIMINATION, AND SOME OF THOSE WONDERFUL ORGANIZATIONS ARE ON THE PHONE WITH US TODAY, AND OUR VOICES IN SASHA.

THERE WE GO.

SO JUST TO ADD I LITTLE THEORY FOR THOSE OF YOU WHO LIKE THEORY, * WE BELIEVE THAT BELL HOOK DESCRIBES THE THEORY BEST AND I'M JUST GOING TO READ A QUOTE FROM BEL, SHE WROTE, INTERSECTIONALITY PROMOTES AN UNDERSTANDING OF HUMAN BEINGS AS SHAPED BY THE INTERACTION OF DIFFERENT SOCIAL LOCATIONS, MEANING RACE, ETHNICITY, GENDER, CLASS, ET CETERA, AND THAT THESE INTERACTIONS OCCUR WITHIN A CONTEXT OF CONNECTED SYSTEMS AND STRUCTURES AND POWER, OR STRUCTURES OF POWER.

LAWS, POLICIES, STATE GOVERNMENTS AND OTHER POLITICAL AND ECONOMIC UNIONS AND RELIGIOUS INSTITUTIONS.

SO THAT'S BEL HOOK TAKING ALL OF THAT AND CONDENSING IT INTO ONE DEFINITION AROUND THE THEORY AND PRACTICE OF INTERSECTIONALTY.

AGAIN, I LIKE TO SIMPLIFY IT AND SAY THAT MARGINALIZED -- THAT THE MORE MARGINALIZED YOUR IDENTITY, THE MORE YOU INTERACT WITH THE SYSTEMS OF OPPRESSION AND, OF COURSE, THOSE IDENTITIES -- SOME OF THOSE IDENTITIES ARE IDENTIFIED -- ARE IDENTIFICATIONS THAT WE HAVE PLACED ON OURSELVES BUT A LOT OF THEM ARE IDENTITIES WHICH HAVE BEEN FORCED ON US BY THE OPPRESSIVE SYSTEMS AND SO THE MORE OF THOSE MARGINALIZED IDENTITIES WE HAVE, THE MORE WE INTERACT WITH THE OPPRESSIVE SYSTEMS.

SO TO MAKE IT PLAIN, WE HAVE A CUTE LITTLE PICTURE HERE, TO MAKE IT PLAIN AS WE SAY HERE IN THE SOUTH, PEOPLE DON'T LIVE OR HAVE THEIR EXPERIENCES IN A SILO, THAT INTERSECTIONALITY IS ACKNOWLEDGING THE FACT THAT ALL OPPRESSIONS

ARE CONNECTED AND WE EXPERIENCE THOSE OPPRESSIONS IN DIFFERENT WAYS, DEPENDING ON OUR IDENTITY.

SO I THINK AT THIS POINT, I THINK I'M SUPPOSED TO TURN IT OVER TO -- LET ME SEE -- LINA, BUT I THINK I WANT TO ASK IF ANYBODY HAS ANY QUESTIONS OR COMMENTS THAT THEY WOULD LIKE TO PUT IN REGARDING THIS FIRST SECTION JUST ON UNDERSTANDING INTERSECTIONALITY AND THE WAY WOCN APPLIES THAT IN THEIR WORK.

>> LINA, IF YOU'RE SPEAKING, YOU MIGHT BE ON MUTE.

>> ACTUALLY, I'M NOT ON MUTE.

I THOUGHT IT WOULD BE HELPFUL FOR PEOPLE IF YOU COULD TELL CASEY HOW THEY CAN ENGAGE VERBALLY IF THEY WANTED TO, IF NOT IN THE CHAT BOX, TO RESPOND TO ALEESE'S QUESTION?

>> O OKAY, CAN YOU PLEASE REPEATS YOUR QUESTION, ALEESE?

>> I JUST ASKED IF ANYBODY HAD ANY COMMENTS OR QUESTIONS AROUND THIS FIRST PIECE OF UNDERSTANDING INTERSECTIONALITY AND HOW WOCN APPLIES THAT IN ITS WORK AND IN ITS RELATIONSHIPS.

>> WONDERFUL, THANK YOU.

SO, PLEASE, IF YOU WOULD, YOU CAN POST IN THE TEXT CHAT, YOU KNOW, IF YOU HAVE ANY QUESTIONS, WE WOULD LOVE TO HEAR THEM.

AND IF YOU WOULD LIKE TO SPEAK ON THE LINE, PLEASE FEEL FREE TO RAISE YOUR HAND.

YOU CAN SEE THE "RAISED HAND" FEATURE NEXT TO THE DIAL-IN NUMBER ON THE TOP LEFT-HAND CORNER OF YOUR SCREEN.

WE'LL GIVE YOU A MOMENT TO SHARE IN THE TEXT CHAT IF YOU HAVE ANY QUESTIONS. SO WE SEE MAYA CHATTED A QUESTION IN, SHE SAYS CAN YOU SPEAK MORE TO THE DIFFERENCES BETWEEN UNDERSERVED AND INADEQUATELY SERVED?

>> SO, MAYA, I COULD BUT I WOULD TAKE OVER THIS WEBINAR.

[LAUGHTER]

SO WHAT I WOULD LIKE YOU TO DO IS TWO THINGS.

ONE, AGAIN, IF YOU GO TO OUR WEBSITE, WOCN'S WEBSITE AND IN THE RIGHT-HAND CORNER, YOU'LL SEE THE TOP THREE-TIER TOOL KIT, CLICK ON THAT AND IT WILL GIVE YOU THE DEFINITIONS AND APPLICATIONS FOR ALL THREE OF THOSE LENSES, AND THEN IF YOU WANT TO TALK ABOUT THAT IN THE FUTURE, SEND ME AN EMAIL AND WE CAN TALK ABOUT -- WE'LL SCHEDULE A TIME TO TALK ABOUT IT.

I LOOK FORWARD TO IT, MAYA.

>> THANKS SO MUCH, MAYA, ANY OTHER QUESTIONS BEFORE WE MOVE ON OR MOVE FORWARD?

6 OKAY, I DON'T SEE ANY HANDS RAISED SO LET'S KEEP GOING.

>> THANK YOU, AND THIS IS LINA, I HAVE THE PLEASURE OF WORKING WITH THE FOLKS THAT HAVE SPOKEN THAT PROCEED ME AND WHAT WE WANT TO DO NOW IS TALKING ABOUT INTERSECTIONALITY I THINK IS A NECESSITY, A NECESSITY, IT BRINGS A LOT OF RICHNESS AND BEAUTY TO OUR WORK AND BRINGS A LOT OF COMPLEXITY TO OUR WORK ALL AT THE SAME TIME.

ONE OF THE THINGS I WANTED TO DO, PARTICULARLY AFTER ALEESE KIND OF LAID OUT HOW WE DO THE WORK AT WOCN, AFTER SHE READ BEL HOOK'S INTERPRETATION ABOUT WHAT INTERSECTIONALITY WAS, WE KIND OF WANTED TO TAKE A MOMENT TO HAVE YOU REALLY THINK ABOUT -- TO ASK YOURSELF, WHAT IS MY SOCIAL LOCATION?

AND, AGAIN, WHEN BEL HOOK TALKS ABOUT THIS, SHE TALKS ABOUT THE SOCIAL

LOCATION IS LIKE RACE, ETHNICITY, GENDER, CLASS, SEXUALITY, GEOGRAPHY, AGE, ABILITY, DISABILITY, MIGRATION STATUS, RELIGIONS, ET CETERA.

SO WE WANT YOU TO TAKE A MOMENT TO THINK ABOUT THAT.

TO REFLECT AND ASK YOURSELF, DO I HAVE MULTIPLE IDENTITIES?

THEN TO FURTHER ASK YOURSELF, HOW DO I IDENTIFY ON A DAILY BASIS?

HOW DOES ALL THIS THAT WE HAVE TALKED ABOUT ALREADY, HOW DOES IT IMPACT MY SOCIAL LOCATION OR YOUR SOCIAL LOCATION?

I WOULD FURTHER EVEN ASK YOU, HOW DOES IT IMPACT YOU, PERSONALLY, YOUR WORK? HOW YOU DO YOUR WORK?

I KNOW MAYA'S QUESTION ABOUT UNDERSERVED AND INADEQUATELY SERVED, THESE ARE ALL PIECES THAT WE'RE KIND OF STRETCHING OUR VIEW OF HOW WE DO OUR WORK AND INTERSECTIONALITY IS REALLY AN INVITATION FOR US TO BE THINKING ABOUT THAT.

ONE OF THE THINGS THAT I KNOW FOR SURE, I CALLED THEM UNDENIABLE TRUTHS.

WHAT I KNOW FOR SURE IS THAT WHEN I THINK ABOUT A TRANS-BLACK WOMAN, THE OUR DUTY TO ASSURE THAT SHE SHOULD NOT HAVE TO PICK WHICH PART OF HER -- HERSELF IS IN NEED OF HEALING OR JUSTICE LIBERATION OR I SHOULD SAY MORE, SHE SHOULD NOT HAVE TO ASK HERSELF WHICH PART OF HERSELF IS IN MORE NEED OF HEALING OF OVER JUSTICE AND LIBERATION.

WE MUST EXPAND OUR VIEW AND NOT CHOP UP, SILO PEOPLE'S EXPERIENCES WHEN THEY ARE IN NEED OF HEALING -- JUSTICE AND LIBERATION.

THINK FOR A MOMENT ABOUT THESE QUESTIONS AND WE ASK YOU TO REFLECT, THIS IS NOT AN ACADEMIC EXPERIENCE HOW WE TALK ABOUT INTERSECTIONALITY, WE GOT TO FEEL AND THINK ABOUT THE SOCIAL DEFINITION AND HOW DOES IT IMPACT HOW YOU BE DOING YOUR WORK.

SO I WOULD LOVE IT, I KNOW THAT DENISE, SOCIAL SITUATION...

MIDDLE CLASS BLACK WOMAN, YET I WAS BORN IN A SINGLE-MOM IN LOWER WORKING CLASS STATUS SO I WILL ALWAYS IDENTIFY AS THAT, AND MAKES ME REALLY CLOSELY TO LOWER INCOME WOMEN I SERVE.

THANK YOU, DENISE, I APPRECIATE THAT.

HOW ABOUT OTHERS?

HOW DO YOU SELF-IDENTIFY WHEN -- SOCIAL LOCATION, PER BEL HOOK'S DEFINITION, WHAT ELSE ARE YOU THINKING ABOUT?

ZOE SAID SHE THINKS ABOUT HOW WE MOVE IN THROUGH THE WORLD ON A DAILY BASIS.

THANK YOU, ZOE.

SO THINK ABOUT HOW YOU MOVE IN THE WORLD ON A DAILY BASIS.

I'M GOING TO ASK YOU TO GO THERE WITH US.

AND YOU CAN TWEET OR -- I'M SORRY, NOT TWEET -- YOU CAN TWEET, TOO, BUT ALSO USE THE CHAT BOX AND YOU COULD ALSO RAISE YOUR HAND IF YOU WOULD LIKE TO ENGAGE WITH US VERBALLY.

>> LINA, THIS IS ZOE, I JUST WANTED TO ADD THAT I PUT UP OUR TWITTER NAME, ALSO, SO FOLKS CAN LIVE TWEET, @WOCN NETWORK.

>> THANK YOU, ZOE.

ZOE IS OUR SOCIAL MEDIA QUEEN.

AMBER IS SAYING HOW MY PRIVILEGE AS A MIDDLE CLASS -- GENDER CAUCASIAN WOMAN AFFECTS EVERYTHING I DO, OR I MIGHT BE PERCEIVED TO BE DOING, ESPECIALLY IN THE D.V. MOVEMENT.

CAN YOU TELL US A LITTLE BIT MORE, AMBER?

MAYBE I'M NOT READING IT CORRECTLY, SO I CAN HEAR THAT YOU'RE REALLY AWARE OF YOUR PRIVILEGE AS A -- GENDER MIDDLE CLASS WOMAN AND AS A CAUCASIAN WOMAN AND IT AFFECTS THE WORK -- HOW YOU'RE PERCEIVED IN THE WORK, ESPECIALLY THE D.V-- CAN YOU TELL US A LITTLE BIT MORE?

[IN AUDIO]

>> OR ANYBODY ELSE?

WE'RE REALLY ABOUT YOU.

I KNOW IT'S NOT -- WHEN WE TALKED ABOUT THE WEBINAR, WE WERE VERY CLEAR WE DIDN'T WANT THE DO WE SPEAKING TO YOU WEBINARS, WE TEACHING TO YOU.

THE REALITY IS ANY GIVEN DAY, WE'RE ALL STUDENTS OR TEACHERS AND AS WE EXPAND OUR VIEW TO SECURE OUR COLLECTIVE LIBERATION, WE HAVE TO DO SOME INTROSPECTION SO WE'RE INVITING YOU TO JOIN US IN THAT PROCESS.

CASEY, DO YOU WANT -- I THINK YOU JUST WROTE SOMETHING.

DO YOU WANT TO GO AHEAD -- MAYBE YOU COULD -- ON BEHALF OF JENNIFER, AS WELL, PLEASE?

>> SURE, I WOULD BE HAPPY TO.

I'M NOT SURE WHAT AMBER WAS ARTICULATING BUT I THOUGHT PERHAPS MAYBE SHE WAS REFLECTING ON THE ASSUMPTIONS THAT CO-WORKERS MAY MAKE BASED ON HER PRIVILEGED STATUS ABOUT MAYBE HER POSITIONS ON THINGS OR WHERE SHE FITS BUT I I WILL A -- I WILL READ, JENNIFER SAYS, I THINK ABOUT ALL THE DIFFERENT PRIVILEGES I HOLD AND WHAT THAT MEANS FOR MY WORK WITH OUR PROGRAM CLIENTS WHO MAY OR MAY NOT HAVE THOSE PRIVILEGES, AS WELL AS MY ROLE IN MANAGING STAFF WHO MAY OR MAY NOT HAVE THOSE PRIVILEGES.

SO I GUESS -- FOR THOSE OF US WHO ARE PARTICIPATING WHO HAVE WHITE SKIN, I THINK PERHAPS WE'RE COMING FROM THIS PLACE OF, YOU KNOW, BEING AWARE OF OUR PRIVILEGE AND JUST SITTING WITH THAT.

I'M NOT SURE THERE'S -- I'M NOT SURE WHAT ELSE PEOPLE MIGHT WANT TO SAY RELATED TO THAT.

>> THANK YOU, I REALLY APPRECIATE THAT, CASEY, APPRECIATE THAT FOR YOU TO SHARE THAT AS AN ASPIRING ALLY AS A WHITE WOMAN, I REALLY APPRECIATE THAT. AMBER HAS SOME FURTHER INFORMATION.

DO YOU WANT TO GO AHEAD AND READ IT, CASEY?

>> SURE, I WOULD BE HAPPY TO.

>> I LOVE IT, SEVEN WRITING.

CASEY, YOU GOT YOUR WORK CUT OUT FOR YOU.

PEOPLE ARE TALKING.

>> WE'LL TRY TO KEEP UP.

>> KAY LI, I'M A WHITE, GENDER,ER -- GREW UP IN UPPER MIDDLE FAMILY.

I THINK OF MY PRIVILEGED SOCIAL IDENTITIES AS BLINDERS AND WORK HARD TO EDUCATION * MYSELF AND LISTEN TO OTHERS IN MY COMMUNITY AND OTHER COMMUNITIES. JENNIFER SAYS, OUR PROGRAMS ARE OFTEN GATE-KEEPERS AND SO WE NEED TO BE REALLY AWARE OF HOW WE MAY HAVE POLICIES OR PROCEDURES IN PLACE THAT HAVE DIFFERENT IMPACTS FOR PEOPLE WITH DIFFERENT IDENTITIES.

AMBER SAYS, I KNOW THAT WHEN I ENTER A ROOM TO DO A TRAINING, MY JOB AT THE MOMENT, PEOPLE MAKE ASSUMPTIONS AS TO MY IDEA AND VIEWS ON RACE IN PARTICULAR, AND I AM AWARE THAT I DO NOT NEED TO BE, NOR SHOULD I SPEAK FOR MARGINALIZED GROUPS BUT THAT IS SO IMPORTANT TO HAVE UNDERSERVED AND INADEQUATELY SERVED

SPEAK FOR THEMSELVES.

IF I DO NOT HAVE A CO-TRAINER OR TRAINER WHO COULD DO SO IN MY PLACE, I USE AS MANY DIRECT QUOTES AS I CAN.

AND NOEL, HI, NOEL, SHE SAYS, I IDENTIFY AS A PERSON OF ENORMOUS PRIVILEGE. I AM A WHITE ABLE-BODIED AMERICAN-BORN ENGLISH-SPEAKING MIDDLE CLASS SIS GENDER WOMAN AND ON TOP OF ALL THOSE PRIVILEGES, I'M ALSO TALL.

I FEEL ITS MY MORAL RESPONSIBILITY TO REFLECT ON THESE PRIVILEGES AND MODEL THESE REFLECTIONS OF PRIVILEGE.

THANKS, AMBER, FOR SHARING.

OTHERS ARE JUST REFLECTING, SO TRUE, SO TRUE.

>> I REALLY APPRECIATE THAT DEEP REFLECTION, I KNOW IT CAUSES US TO GO INTO OUR HEARTS AND REALLY CHECK HOW WE'RE DOING THE WORK.

WE ALL HAVE WORK BECAUSE THERE ARE PEOPLE IN PAIN IN THE WORLD IN WHICH WE HAVE TO BE HUMBLE TO THAT PROCESS AND I LOVE SOMEONE USED THE WORD "GATE-KEEPER" AND PART OF ONE OF THE QUESTIONS WE SHOULD BE ASKING OURSELVES AS WE LOOK AT INTERSECTIONAL LENS, WHAT KIND OF GATE-KEEPER DO WE WANT TO BE? IF WE HAVE AN AWARENESS ABOUT PRIVILEGE, IF WE HAVE AWARENESS ABOUT THE INTERSECTION OF OPPRESSION, IT HAS TO EXPAND HOW WE DO THE WORK, HOW WE BE IN DOING THE WORK AND WHEN WE KNOW THAT AND IF WE DON'T EXPAND, JOIN, INVITE THEN WE BECOME PART OF THE PROBLEM.

SO WE HAVE A CORE BELIEF * THAT THOSE WHO ARE THE THE MARGINS OF THE MARGINS, THOSE WHO ARE THE MOST INVISIBLE, THEY SHOULD BE AT THE SENT OF DOING THE WORK, BECAUSE WHEN THAT HAPPENS WE ALL BENEFIT.

ONE EXAMPLE THAT IS A PARTNERSHIP AND FRIEND GABBY FROM IN OUR OWN VOICES WHO'S GOING TO TELL US ABOUT THE WORK THEY'RE DOING IN THEIR OWN ADVICES AND THEN WE'LL DO THE SAME WITH KALIMAH TELLING US ABOUT HER WORK IN DETROIT AND THEN WE'LL GO THROUGH SOME QUESTIONS WITH THEM AND THEN WITH YOU.

SO, GABBY, I'M TURNING IT OVER TO YOU.

>> THANK YOU, LINA.

SO, EVERYONE, I'M GLAD THAT WE DID SOME OF THE POLL QUESTIONS SO WHAT I GATHERED BASED ON THAT, MANY OF YOU HAVE APPLIED INTERSECTIONALTY CONCEPTS IN YOUR WORK.

THAT IS A START.

I'M HOPING THAT YOU WILL WALK AWAY FROM THIS WEBINAR WITH SOME PROMISING PRACTICES ON HOW TO APPLY SPECIFIC CULTURAL CONSIDERATIONS TO COMMUNITIES WHO WILL MAP THEMSELVES ALL OVER THE PLACE IN THE CULTURAL SOCIAL LOCATIONS THAT WE GET TO MAP OURSELVES AROUND, AND THAT'S NOT SOMETHING THAT WE INTENTIONALLY, IN THE MOVEMENT, ANTI-VIOLENCE MOVEMENT HAVE MADE SPACE FOR.

I APOLOGIZE FOR THIS ONE SLIDE HERE BECAUSE I NARROWED DOWN SOME SLIDES FROM A PREVIOUS PRESENTATION.

WHAT IT'S SUPPOSED TO READ IS, "PROVIDING CULTURAL RELEVANCY SERVICES TO LGBT PEOPLE OF COLOR, NOT JUST TRANSGENDER FOLKS BECAUSE WE SERVE ALL LGBT COMMUNITIES WITHIN THAT SPECTRUM.

THE BEAUTY ABOUT BEING ABLE TO WORK IN COMMUNITY WITHIN OUR OWN VOICES IS THAT WE ARE A CULTURALLY SPECIFIC ORGANIZATION THAT IN PROMOTING THE HEALTH AND WELL-BEING OF LGBT PEOPLE OF COLOR, WE DO IT UNAPOLL GETTICCALLY AND WHAT WE MEAN IS EVERYBODY WHO IS A PART OF THIS TEAM FROM OUR BOARD TO OUR STAFF TO

PEER EDUCATORS, WE ALL IDENTIFY AS LGBT PEOPLE OF COLOR, AND SOME OF THE PUSHBACK THAT WE HAVE RECEIVED IS LIKE, YOU KNOW, WELL, WHY AREN'T YOU HIRING BASED ON JUST SKILL OR WHATEVER AND I'M LIKE, YOU KNOW WHAT, WELL, IDENTIFYING WITH THE COMMUNITY IS THE TOP SKILL.

AN EXAMPLE OF THAT -- I'M GOING TO GET YOU GUYS TO THINK ABOUT HOW ARE YOU USING YOUR CULTURAL COMPETENCY DOLLARS, YOUR CULTURALLY SPECIFIC DOLLARS. DO YOU MISS OUT ON AN OPPORTUNITY TO HIRE A BILINGUAL, BICULTURAL ADVOCATE WHEN THAT MONEY IS INTENDED FOR THAT FOR CULTURAL CONSIDERATIONS BY HIRING A BILINGUAL WHITE ADVOCATE, OKAY?

AND I CAN SPEAK FROM THIS PLACE BECAUSE MY JOB TO BE AN ADVOCATE FOR THE COMMUNITIES THAT WE SERVE IN ADDRESSING RACISM AND HOW THAT WORKS WITHIN OUR SYSTEMS, BUT THAT'S ONE OF THE THINGS IN BEING ALLIES THAT WE HAVE TO BE ABLE TO SIT WITH WITH DISCOMFORT AND BE CHALLENGED BECAUSE THAT'S THE BEST TIME WE LEARN.

I MYSELF AM AN ALLY ON A DAILY BASIS TO MANY COMMUNITIES, YOU KNOW.

I SEE MY ABLE-BODIED PRIVILEGE, THE FACT THAT I'M ABLE TO GO TO A CONFERENCE WITHOUT CALLING IN ADVANCE IF THERE IS WHEELCHAIR ACCESSIBILITY, THAT'S A PRIVILEGE AND ON A DAILY BASIS, I CHALLENGE MYSELF TO MAKE SURE THAT THE SERVICES THAT WE PROVIDE ARE THE ACCESSIBLE TO ALL.

SO I INVITE YOU IN THAT JOURNEY, AS WELL.

WE ARE BASED OUT OF ALBANY, NEW YORK, AND EVEN THOUGH OUR OFFICES IN THE CAPITAL OF NEW YORK, OUR WORK GOES ALL THE WAY INTO THE CAPITAL REGION STATEWIDE AND EVEN NATIONAL.

WE ARE ONE OF THE TWO CULTURALLY SPECIFIC LGBT PEOPLE OF COLOR ORGANIZATIONS IN THE STATE OF NEW YORK, ONE OF A HANDFUL IN THE UNITED STATES BUT THE ONLY ONE WHO HAS AN LGBT PEOPLE OF COLOR DOMESTIC AND SEXUAL VIOLENCE PROGRAM. WE HAVE A DOMESTIC AND SEXUAL VIOLENCE HOT LINE, WE HAVE ADVOCACY AND THAT LOOKS AT * INDIVIDUAL GROUP, COMMUNITY AND SYSTEMS ADVOCACY AND I'M HERE TO TELL YOU SOME STORIES IN TERMS OF HOW WE DO OUR WORK.

I PULLED OUT SOME IMAGES BECAUSE IT'S EASIER FOR ME TO TELL STORIES BASED ON

IMAGES AND GIVE EXAMPLES OF THAT WORK.

DUE TO CONFIDENTIALITY, OF COURSE, I DON'T HAVE PARTICIPANTS OF OUR GROUPS AND ALL THAT BUT YOU WILL GET THE IDEA THAT THERE ARE WAYS THAT THESE MODELS CAN BE TAILORED TO FIT YOUR OWN COMMUNITY AND ALSO THINKING ABOUT THE LEADERSHIP THAT IS DESIGNING THESE MODELS, AS WELL.

DO THEY INCLUDE THE COMMUNITIES THAT YOU WANT TO ENGAGE BECAUSE THAT IS IMPORTANT, AS WELL.

THE LANGUAGE, WE KNOW THAT LANGUAGE HELPS FRAME FRAMEWORK, THOSE FRAMEWORKS HELP FRAME NORMS, THOSE NORMS HELP FRAME POLICIES, HOW MONEY IS ALLOCATED, HOW PROGRAMS ARE DESIGNED, RIGHT, SO THAT'S IMPORTANT FOR US TO RECOGNIZE THAT WE HAVE TO HONOR AND MIRROR SOME LANGUAGE, THAT JUST BECAUSE WE'RE LGBT EXPERTS, WE HAVE TO MAKE SPACE FOR ALL IDENTITIES AND WE GET QUESTIONED A LOT, WHY DON'T YOU USE THE LGBTQ, WHY JUST USE THE LGBT.

OUR RESPONSE IS THAT IF YOU LOOK AT THE HISTORY OF "Q," IT'S MOSTLY ACADEMIA, ALTHOUGH WE DO HAVE SOME BLACK FEMINISTS WHO ARE USING IT IN THEIR WRITING AND LEADERS WHO GIVE US GREAT STUFF IN TERMS OF CHALLENGING OURSELVES AROUND

CERTAIN THINGS.

THAT IS STILL VERY ACADEMIA AND WITHIN OUR COMMUNITIES OF COLOR WHO IDENTIFY AS LGBT, FOR GENERATIONAL REASONS, SOME PEOPLE STILL THINK IT'S PEJORATIVE AND THEY DON'T EMBRACE THAT WORD AND JUST BECAUSE THEY MIGHT NOT BE FAMILIAR WITH THAT WORD.

AND THE OTHER IS THAT IF WE'RE GOING TO PUT "" UP THERE, WE'RE ALSO GOING TO PUT T.S., OR M.O.C., MALE OF SENT, OR OTHERS, POPULATION OF LANGUAGE THAT IS SPECIFIC AROUND COMMUNITIES OF COLOR, RIGHT.

SO WE KNOW, GIVE A DISCLAIMER THAT LGBT IS THE UMBRELLA AND WE MAKE SPACE FOR ALL IDENTITIES AND WE HONOR HOW PEOPLE IDENTIFY WITH LANGUAGE.

WE ALSO LOOK AT -- IN THE LGBT MOVEMENT THAT WE JUST CAN'T CLUMP EVERYTHING TOGETHER, THAT DEFINITIONS AND REALLY HONORING HOW PEOPLE EXPRESS THEIR GENDER AND THEIR SEXUAL ORIENTATION, THEIR TRADITIONS, THEIR CULTURE, ETHNICITY, RACE, SPIRITUALITY, ALL OF THAT IS BLENDED IN OF WHO AND WHAT THEY BRING TO THE TABLE, RIGHT?

THAT NOBODY SHOULD BE SPEAKING AND EXPRESSING THEMSELVES FROM AN UNEDITED PLACE, WE WANT TO CREATE A SAFE PLACE SO IN ORDER TO DO THAT, WE HAVE TO IDENTIFY THAT NOT EVERYBODY IS GOING TO MASK THEMSELVES IN THE SAME PLACE WITHIN THE LGBT UMBRELLA AND I'M NOT GOING INTO ONE L-- LGBT 101 BUT THAT IS SOMETHING YOU NEED TO FAMILIARIZE YOURSELF WITH, TO HAVE A STRONG FOUNDATION THAT SEXUAL ORIENTATION DOESN'T NECESSARILY MEAN THAT BASED ON SOMEONE'S SEXUAL ORIENTATION, YOU GET TO ASSUME WHAT THEIR GENDER IDENTITY IS OR JUST BECAUSE SOMEONE'S ASSIGNED SEX AT BIRTH IS FEMALE, THAT YOU DON'T GET TO ASSUME WHAT THEIR GENDER IDENTITIES IS OR THEIR SEXUAL ORIENTATION, AND THE FACT THAT AS TRANS AND GENDER NON-CONFORMING PEOPLE OF COLOR, THE ADDITIONAL STIGMA AND BARRIERS AND FEAR AND RISK FACTORS, THAT IT'S NOT ALWAYS SAFE TO EXPRESS YOUR GENDER AS YOU WOULD LIKE TO, SO, THEREFORE, THEN YOU GET -- PEOPLE WILL CHALLENGE YOU, OH, I DON'T GET THIS PERSON.

THEY HAVE TO PICK A TEAM, YOU KNOW.

THEY GET ME CONFUSED, AND OR LIKE, OKAY, SO THE REALITY OF IT IS, THIS PERSON MIGHT -- THEIR ASSIGNED SEX AT BIRTH MIGHT BE FEMALE, YES.

THEIR GENDER IDENTITY MIGHT BE MALE, RIGHT?

AND THEIR GENDER EXPRESSION MIGHT BE A LITTLE BIT MORE AMBIGUOUS AND DEPENDING ON SAFETY, THEN THEY MIGHT BE MORE AND MORE AFFIRMING ON THEIR GENDER EXPRESSION BUT BECAUSE THEY HAVE TO BE A SALESPERSON OR WAITRESS OR WHATNOT 9:00 TO 5:00, IT MAY NOT BE SAFE TO EXPRESS THAT GENDER.

THAT DOESN'T MEAN WE DON'T HONOR GENDER IDENTITY.

>> GABBY, I WONDER --

>> JUST AS WE VARY WITH IDENTITY, WE VARY WITH EXPRESSION.

>> GABBY, I WONDER IF I COULD INTERRUPT FOR ONE MINUTE.

WE HAD A QUESTION COME IN THROUGH THE TEXT CHAT.

THE QUESTION IS, WHAT IS YOUR STANCE ON THE ABBREVIATION LGBTQ PLUS.

>> O THAT IS VERY NEW AND I GET THAT BUS, AT THE SAME TIME, WHEN YOU GIVE -- FOR ME * PERSONALLY AND IN THE COMMUNITIES WHICH I ENGAGE, THE "Q" IS STILL VERY VISIBLE THERE.

IF THE "" WAS STILL GOING TO BE THERE, I WOULD PUT THE OTHERS.

I COULD SEE LGBT PLUS, THAT'S SOMETHING TO THINK ABOUT, BUT THANKS FOR THAT.

>> YEP.

>> THANK YOU.

>>.

PART OF HEALING FROM DOMESTIC AND SEXUAL * VIOLENCE, WE DO IT FROM TRAUMA INFORMED.

A LOVELY EXERCISE THAT I DO WITH PEOPLE, ESPECIALLY WITH CLINICIANS, NOW ONE OF THE BUZZ WORDS IS TRAUMA-INFORMED, TRAUMA-INFORMED.

GETTING SOMEONE TO REALLY TEASE IT OUT, DESCRIBING WHAT THAT IS, THEY MIGHT BE SUNK SO WHEN WE SAY WE DO TRAUMA-INFORMED, WHAT THAT LOOKS LIKE IS ADDRESSING THE HISTORICAL TRAUMA, THAT IT'S NOT JUST IMMEDIATE CRISIS, THE IMMEDIATE EFFECTS OF BEING RIGHT, THE IMMEDIATE EFFECTS OF BEING ABUSED OVER TIME BY YOUR PARTNER AND SOMEONE WHO YOU TRUSTED, RIGHT?

IT'S ALSO LOOKING AT THE OPPRESSION AND IT COULD BE VERY INFANCY, FROM TEENS, WE WORK WITH ELDERS AND LOOKING AT THAT, THAT MIGHT BE THEIR FIRST TIME THEY DISCLOSED ABOUT SEXUAL HARASSMENT AT WORK AND HOW RACE PLAYED INTO THAT AND HOW, DUE TO THAT, THEN THEY STEPPED AWAY FROM THEIR DREAM JOB, YOU KNOW, OR THEIR DREAM CAREER.

SO THESE ARE THINGS THAT ARE JUST AS IMPORTANT AS GETTING SOMEONE INTO SAFE SHELTER, RIGHT, LOOKING AT OPPRESSION AND HOW THAT'S AFFECTED SOMEONE'S LIFE. TRAUMA INFORMED TO US MEANS HAVING MADE THE SHIFT FROM ASKING, WHAT'S WRONG WITH YOU TO SHIFTING IT TO ASK WHAT HAPPENED TO YOU AND HOW CAN WE STEP IN, AND WE, AS ADVOCATES, DON'T GIVE ADVICE.

WE'RE NOT HERE TO DO IT FROM A DEFICIT MODEL, HE IS IT'S FROM THE STRENGTH-BASED MODEL BUT WE'RE GIVING A CULTURALLY SPECIFIC PLATTER OF RESOURCES AND SAYING, OKAY, YOU DON'T HAVE TO DO THIS ALONE, KNOW THAT THIS IS AVAILABLE AND WHEN YOU'RE READY TO MOVE FORWARD, I'M HERE, WE'RE DOING THIS TOGETHER.

BUT IT DOES MEAN HEALING AND THERE IS A LOT OF INTERNALIZED OPPRESSION OF OPPRESSION WITHIN THE LGBT COMMUNITY AND WITHIN THE LGBT POV COMMUNITY WHICH FOR EXAMPLE WE HAVE -- WOMEN WHO HAVE SEX WITH WOMEN, TRANSSEXUAL, QUEER, QUESTIONING WOMEN, AND IT'S A BASE GROUP SO THEN THINGS COME UP LIKE, OH, YOU KNOW -- AND WE'RE ALL ADULTS HERE AND I'M SAYING THAT IF WE'RE FOR SEXUAL VIOLENCE PREVENTION, WE ALSO HAVE TO BE TRANSPARENT ABOUT SEX.

SO, YOU KNOW, LESBIAN WOULD SAY, WELL, I DON'T LET MY PARTNER BE ON TOP BECAUSE, YOU KNOW, I'M THE MASCULINE ONE SO I SHOULD PLAY THE MAN ROLE.

WE UNPACK THAT, CHALLENGE EACH OTHER ON THAT.

OKAY, SO WHAT DOES THE REST OF THE GROUP THINK, RIGHT?

AND IT MIGHT TAKE US ONE TO TWO OR THREE GROUP SESSIONS BEFORE EVERYBODY LANDS IN A MORE FIRM SPACE IN SAYING THAT, NO, WE DON'T GET TO JUDGE EACH ON THE AND PRESCRIBE THESE ROLES THAT WE INTERNALIZE AS A COMMUNITY JUST BASED ON TRADITIONAL FEMALE ROLES AND HOW THAT'S HURTING THE LESBIAN COMMUNITY.

THINGS LIKE SOCIAL MEDIA, SOCIAL MARKETING CAMPAIGN GO A LONG WAY, ESPECIALLY FOR SOME TRANSGENDER COMMUNITIES WHO DON'T FEEL SAFE COMING OUT OF THEIR HOME TO A GROUP OR THAT, YOU KNOW, THEY'RE SEEING COMING OUT AS A PROCESS OR EVEN ENGAGING IN LIFE-SAVING SERVICES, ONE THING THAT WE DID IS TO REACH PEOPLE MORE AROUND THE NO MORE CAMPAIGN, WHICH IS A GREAT CAMPAIGN, NATIONAL-WIDE. MOST OF YOU KNOW WHAT THAT IS, IT'S PRETTY MUCH TALKING ABOUT HOW COMMUNITIES

AND THE FIRST NO MORE CAMPAIGN, IT WAS CELEBRITIES, HOW PEOPLE STAND UP AGAINST VIOLENCE AND THEN WE SAW, YOU KNOW, THAT'S A GREAT MESSAGE, WELL-INTENTIONED BUT IT'S MISSING SOMETHING, IT'S ASSUMING THAT ALL ABUSE HAPPENS THROUGH MEN, IT'S ASSUMING THAT ALL ABUSE IS HETERO NORMATIVE AND ALL THESE OTHER THINGS AND THERE WERE ONLY LIKE MAYBE ONE POC ON THERE.

* SO WE TOOK SOME TIME AND SURVEYED OUR COMMUNITY, WHAT THEY WANTED AND THEN WE REACHED OUT TO OUR COMMUNITY AND SAID, OH, YOU KNOW, WE'RE GOING TO CREATE OUR OWN VERSION OF NO MORE CAMPAIGN AND WE'RE NOT GOING TO PLAY IT HERE BUT IF YOU WANT TO LOOK INTO IT AND JUST SEE MORE OF AN INTERSECTIONAL MESSAGE, THEN YOU CAN SEARCH ON YOUTUBE AND PUT NO MORE CAMPAIGN, IN OUR OWN VOICES. AGAIN, WE WILL NOT EVER CREATE A SPACE OR HAVE A SPACE WHERE ONE PERSON'S IDENTITY IS VALID OR AFFIRMED MORE THAN THE OTHER.

EXAMPLES OF THAT CAN BE, I'VE HEARD STORIES IN SAYING THAT AN IMMIGRANT COUPLE, FOR EXAMPLE, TWO GAY MEN BOTH FROM AFRICA AND SAYING, YOU KNOW, THE VICTIM AND -- IN THE RELATIONSHIP SAYING, YEAH, I'VE BEEN IN THIS RELATIONSHIP FOR A LONG TIME BECAUSE WE MOVED HERE TOGETHER AND WE HAVE A VERY SMALL COMMUNITY THAT WE'RE ALL MUTUALLY A PART OF.

IT'S A SCARY THING FOR ME TO LEAVE THIS COMMUNITY, NO ONE KNOWING MY LANGUAGE, NO ONE KNOWING WHAT I NEED FOR COMFORT IN THIS COUNTRY AND, SURE, YOU TELL ME TO CALL THE POLICE, YOU TELL ME TO GET A RESTRAINING ORDER, YOU AS IN THE SYSTEM, OTHER PEOPLE WHO HAVE STEPPED IN, RIGHT, MAINSTREAM PEOPLE AND THEN WHAT DOES -- WHERE DOES THAT LEAVE ME.

VERY VALID REASONS WHICH A LOT OF THE REASONS THAT WE THINK THE IMPORTANCE OF INTERSECTIONALTY IS ONE, THEY GET TO GAIN THAT POWER AND CONTROL THAT THEY'VE LOST BY SETTING THE AGENDA, YOU DON'T SET IT FOR THEM AND THEN, AGAIN, FOLLOWING THE LEAD.

WE HAVE SUPPORT GROUPS.

THE MORE UNIQUE THE SUPPORT GROUPS ARE TO THE BARRIERS, THE BETTER BECAUSE EVEN LGBT CLUMPING TOGETHER FEELS MUCH SAFER FOR PARTICIPANT IN GROUPS TO BE ABLE TO SPEAK FROM AN UNEDITED PLACE WHEN THEY ARE IN THE GROUP OF ALL TRANS, PEOPLE OF COLOR, FOR EXAMPLE, VOICES OF UNITY IS A GROUP FOR TRANSGENDER PEOPLE.

SAME WITH, YOU KNOW -- WE REFRAIN FROM GENDER-BASED VIOLENCE TO CULTURE OF VIOLENCE THAT, YES, IS ROOTED IN POWER AND CONTROL AND THAT'S ROOTED IN OPPRESSION SO EVEN THOUGH WE DO SEE JUST GENERALLY THAT MORE WOMEN GET HURT BY VIOLENCE, THAT THERE ARE GAY MEN AND BISEXUAL MEN WHO ARE IN THAT MIX BECAUSE OF THE MISOGYNY IN THIS WORLD AND THE FACT THAT THEIR GENDER EXPRESSION IS NOT CONFORMING TO TRADITIONAL MALE ROLES.

WE ALSO HAVE A GROUP THAT'S MORE SPECIFIC WHICH IS FOR TRANSGENDER WITH HIM OF COLOR BECAUSE WE HAVE SEEN THE RATE -- RIGHT NOW, WE ARE AT 24 DEATHS, THE RECENT STATISTIC IS THAT EVERY 29 DAY, A TRANS WOMAN OF COLOR IS MURDERED AND OF THAT 24 IN THE YEAR 2000, 2005, 19 OF THEM HAVE BEEN AFRICAN AMERICAN WOMEN.

ALL OF THIS IS -- INVOLVES COMMUNITY ENGAGEMENT AND THAT MEANS THAT ALL WE DO IS OFFER A TOPIC AND HOLD SPACE FOR PEOPLE TO SHARE AND WE DO EXERCISES SO THESE ARE JUST SOME EXAMPLES OF SOME OF THOSE EXERCISES THAT WE DO. WE'RE ALWAYS BRINGING IT BACK TO SOCIAL JUSTICE ON EVERYBODY CAN BE A PART OF

THE SOLUTION.

WE DON'T ALL CONTRIBUTE TO THE VIOLENCE THAT WE SEE BUT WE CAN ALL BE A PART OF THAT SOLUTION.

WE PROVIDE TRAINING AND TECHNICAL ASSISTANCE, AS WELL, ON A LOCAL LEVEL, STATEWIDE AND NATIONAL, AND IF YOU WANT MORE INFORMATION, YOU CAN EMAIL ME THIS NEXT SLIDE WILL GIVE YOU OUR WEBSITE, AS WELL.

UNITY THROUGH DIVERSITY IS A CAPACITY-BUILDING INSTITUTE CONFERENCE MORE SO THAT WE HAVE FROM OCTOBER 20TH THROUGH THE 23RD, 2016.

THANK YOU.

[BEAMING]

>> THANK YOU, GABBY.

IT LOOKS LIKE WE'RE GOING TO PASS IT OVER TO CALIFORNIA LEE MEMORIAL MA AND HERE FROM YOU -- KALIMAH AND HEAR FROM YOU.

>> HI, GOOD AFTERNOON, * CAN EVERYBODY HEAR ME?

>> WE CAN, THANK YOU.

>> THIS HAS BEEN A WEALTH OF INFORMATION AND I'M LIKE GOING BEHIND GABBY IS VERY DIFFICULT BECAUSE THEY'RE DOING AMAZING WORK OVER THERE AND IT'S REALLY -- I'M JUST REALLY EXCITED ABOUT BEING A PART OF THIS CONVERSATION. ONE OF THE FIRST THINGS I WANT TO DO IS TALK ABOUT AND ACKNOWLEDGE OUR ANCESTORS.

I THINK IT'S EXTREMELY IMPORTANT AS I GO FORTH IN TERMS OF TALKING ABOUT WHAT IT IS WE DO HERE AT THE SASHA CENTER THAT WE ACKNOWLEDGE THOSE WOULD HAVE BEEN DOING THE WORK AND SO I WANT TO ANNOUNCE TO EVERYONE THAT WE HAVE A DARE ADVOCATE IN DETROIT WHO JUST PASSED AWAY AND HER FUNERAL SERVICES WERE LAST WEEK AND HER NAME WAS MISS SHIRLEY MAY WILLIAMS AND SHE WAS ONE OF THE FIRST AFRICAN AMERICAN HERE IN DETROIT TO HOUSE WOMEN IN HER OWN HOME IN THE THEN

70S BEFORE WE EVER HAD A SHELTER, SO TO HER WORK AND TEACHING AND ALL OF HER, I SAY ISIAH SHAYO.

I ALSO WANTED TO SAY SHE WAS VERY INSTRUMENTAL IN HELPING SASHA CENTER START ITS PROGRAMMING SO WE'RE A VERY NEW ORGANIZATION.

WE WERE SIGNIFICANTLY FUNDED TWO YEARS AGO THROUGH OVW, BUT WE HAVE BEEN DOING THE WORK AT A GRASS ROOTS, VERY GRASS ROOT SOCIAL JUSTICE LEVEL SINCE 2008.

WITH A DELIBERATE INTENTION OF WORKING IN COMMUNITIES OF COLOR AND, IN PARTICULAR, WORKING IN THE AFRICAN AMERICAN COMMUNITY AROUND SEXUAL ASSAULT AND SEXUAL ABUSE AND ANY KIND OF SEXUAL TRAUMA ISSUES.

SO FOR THOSE OF YOU WHO HAVE NEVER HEARD OF SASHA CENTER, WE ARE AN ORGANIZATION AND IT STANDS FOR SEXUAL ASSAULT SERVICES FOR HOLISTIC HEALING AND AWARENESS.

WE ARE INTENTIONAL ABOUT THE WORK THAT WE DO AND UNDERSTANDING THAT ALL THE LEVELS OF INTERSECTION AND OPPRESSION IMPACT US EVERY DAY AS WE MOVE ABOUT DOING THE WORK.

THAT IS -- THAT HAS NOT BEEN WITHOUT CHALLENGE AND HOW WE ARE WITH COMMUNITY IS THAT WE UNDERSTAND THAT WHILE WE HAVE LEADERS WHO ARE FACILITATING OUR GROUPS WHO HAVE DEGREES IN SOCIAL WORK AND -- THINGS OF THAT NATURE, WE ALSO HAVE SURVIVORS AND PEOPLE WHO IDENTIFY AS THOSE WHO HAVE EXPERIENCED SEXUAL ASSAULT WHICH IS AN ENTIRELY CONCEPT THAT WE'VE LEARNED FROM PEOPLE WHO HAVE

EXPERIENCED SEXUAL ASSAULT, THAT THEY DON'T NECESSARILY CALL THEMSELVES VICTIM AND THEY DON'T NECESSARILY CALL THEMSELVES SURVIVORS, BUT IF THEY ARE SUPPORTED AND IF THEY ARE GIVEN THE PROPER INFORMATION, THAT THEY TOO ALSO CAN LEAD AND DISCUSS AND GROW WITH THE ORGANIZATION.

DOESN'T MAT WHAT THEIR EDUCATIONAL BACKGROUND IS, WHAT MATTERS IS THAT THEY BRING HEART, EXPERIENCE AND A WILLING TO LEARN THE WAYS IN WHICH WE ENGAGE WITH COMMUNITY AROUND REIGN AND SEXUAL ASSAULT.

SO -- AROUND RAPE AND SEXUALITY ASSAULT.

ONE OF THE THINGS THAT WE WERE DELIBERATE ABOUT DOING AT THE SASHA CENTER IS INTEGRATING PRACTICES THAT WERE NON-TRADITIONAL AND SO JUST TO GO BACK A LITTLE BIT FURTHER, WE ACTUALLY I CAME FROM DOING SEXUAL ASSAULT, DOMESTIC VIOLENCE ADVOCACY WORK IN AN ADVOCACY ORGANIZATION HERE IN THE CITY OF DETROIT THAT IS HOUSED INSIDE OF THE DETROIT POLICE DEPARTMENT WHICH IS REALLY NOT COMMON BUT WE'VE LEARNED SO MUCH FROM BEING IN THAT EXPERIENCE THAT MADE US KIND OF BRANCH OUT ON OUR OWN.

ONE BEING THAT WHEN WE WERE ON THE PAGER -- ANSWERING CRISIS CALLS, WE COULD ALMOST TELL WHAT KIND OF PERSON WHO HAD EXPERIENCED SEXUAL AS A RESULT WE WERE GOING TO ENGAGE WITH, DEPENDING ON WHO CALLED THE PAGER AND WHAT TIME THEY TOLD TO US GET DOWN THERE, WE COULD ALMOST GUESS THAT EITHER SHE WAS A WOMAN OF COLOR OR HOMELESS OR HAD A SUBSTANCE ABUSE ISSUE AS OPPOSED TO BEING A WOMAN WHO WAS CONNECTED TO POLITICS OR CONNECTED TO A RELIGIOUS ORGANIZATION OR LARGER RELIGIOUS ORGANIZATION IN OUR COMMUNITIES, SO WE HAVE BEEN EXTREMELY DELIBERATE ABOUT DELIVERING AND ALSO PARTICIPATING IN CREATING SAFE SPACES FOR PEOPLE TO COME AND TELL US WHAT THEY HAVE BEEN DOING BECAUSE WHAT WE KNOW IS THAT IN OUR COMMUNITY, SEXUAL ABUSE AND ASSAULT SPECIFICALLY, IS IT'S A TOPIC WE HAVEN'T HAD A CHANCE TO REALLY UNPACK AND TALK ABOUT.

SO WE WANTED TO CREATE SAFE SPACES FOR PEOPLE TO BE ABLE TO BEGIN THE CONVERSATION.

[NOISE ON THE AUDIO LINE]

>> SO THERE ARE A WHOLE LOT OF THINGS I WOULD LIKE TO COVER.

ONE OF THE THINGS I WANTED TO SHARE ABOUT US, THE ONE SLIDE WE HAVE HERE IS THAT WE ACTUALLY ENGAGE MEN.

WHAT WE KNOW IS THAT MOST MEN DON'T COMMIT SEXUAL ASSAULT OR DOMESTIC VIOLENCE AND THOSE WHO DO AREN'T HAVING CONVERSATIONS WITH WELL-MEANING MEN WOULD DON'T BUT WELL-MEANING MEN CAN'T DO THAT IF THEY HAVEN'T BEEN EDUCATED AND ENGAGED BY THOSE OF US WHO HAVE EXPERIENCED IT.

SO ONE OF THE THINGS THAT I WANTED TO SAY IS THAT WE PROVIDE SUPPORT GROUP SERVICES ONLY, WE'RE NOT A CRISIS AGENCY.

WE DO NOT PROVIDE INDIVIDUAL COUNSELING.

WE CREATE OPPORTUNITIES WHERE PEOPLE CAN GATHER IN GROUPS TO BE TOGETHER, AND I ALSO WANTED TO PREFACE THE PICTURE WITH ALL THE PEOPLE THAT YOU SEE IN THIS PICTURE, THESE ARE NOT OUR CLOSED GROUP PICTURES, THESE ARE OUR OPEN GROUPS, RELEASES WERE SIGNED AND THINGS OF THAT NATURE.

CAN SOMEONE PLEASE GO BACK TO MY SLIDE?

THANK YOU.

THE IDEA IS THAT THOSE PICTURES YOU SEE OF PEOPLE THERE ARE PEOPLE WHO HAVE SERVED AS ADVOCATES, SERVED AS LEADERS, SERVED AS PEOPLE WHO ARE REACHING OUT

TO THE PEOPLE ABOUT HEALING FROM SEXUAL ABUSE AND ASSAULT.

OUR TAG LINE AS YOU CAN SEE IN ONE CORNER IS THAT HEALING IS POSSIBLE AND EVERY WEDNESDAY HERE AT THE SASHA CENTER, WE HAVE AN OPEN GROUP DISCUSSION, ALL PEOPLE ARE WELCOME BUT THEY WILL HEAR ABOUT SEXUAL ASSAULT AND HOW IT IMPACTS AFRICAN AMERICAN COMMUNITIES AND THIS IS REGIONAL, SO A LOT OF ISSUES THAT WE HAVE REGIONALLY HERE AROUND TALKING ABOUT SEXUAL ABUSE MAY BE A LITTLE DIFFERENT THAN WHAT WE'VE HEARD AROUND THE COUNTRY BUT IN PARTICULAR, WHAT I WANTED TO REALLY BRING OUT IS THE FACT THAT THERE ARE ONLY THREE SEXUAL ASSAULT-SPECIFIC AGENCIES THAT ARE IN THE STATE OF MICHIGAN AND WE ARE THE ONLY ONES THAT ARE LED BY A WOMAN OF COLOR, FOUNDED BY A WOMAN OF COLOR, BEING MYSELF.

AND THEN ALSO I DON'T MIND DISCLOSING AND SHARING WITH PEOPLE THAT I'M ACTUALLY IDENTIFIED AS BISEXUAL AND I'M MARRIED TO A SAME-GENDER PARTNER AND BEEN MARRIED TO MY SAME GENDER PARTNER FOR 12 YEARS SO THAT IN AND OF ITSELF PRESENTS A LOT OF CHALLENGES AS WE TRY TO NAVIGATE AND INTEGRATE INTO COMMUNITIES LIKE CHURCH COMMUNITY, FOR INSTANCE.

SO LET ME GIVE YOU AN EXAMPLE.

WE HAD A SUPPORT GROUP IN THE SUMMERTIME FOR MASCULINE-IDENTIFIED WOMEN AND IT WAS VERY INTERESTING THE KIND OF CALLS WE GOT FROM THE CHURCHES THAT WE HAD JUST LEFT FROM THE WEEK BEFORE AND THEY WERE LIKE, WELL, WE JUST SEE ON YOUR WEBSITE NOW THAT YOU'RE DOING THIS AND I'M LIKE, YES, WE ARE.

YES, WE ARE THAT AND BOTH, YOU KNOW, WE ALWAYS SAY THAT WE ARE THE "AND" AND THE "BOTH."

AND THAT MEANS THAT WE ARE REALLY TRYING TO ADDRESS ALL OF THESE INTERSECTIONALITIES, LIKE WE ALL SAID EARLIER, WE'RE NOT JUST MONOLITHIC PEOPLE, WE'RE NOT JUST ONE THING OR THE OTHER, WE ARE THE AND AND THE BOTH AND WE HAVE TO INTEGRATE THAT WAY AND WHAT WAS REALLY INTERESTING ABOUT THAT PARTICULAR GROUP FOR MASCULINE IDENTIFIED WOMEN IS IT WAS RAN BY A REVEREND WHO WAS MASCULINE IDENTIFIED WOMAN AND A RAKI MASTER AND THEY WORKED TOGETHER, CO-EXISTING TOGETHER TO HAVE THESE DIFFICULT CONVERSATIONS AROUND HEALING RELATED TO SEXUAL ABUSE AND TRAUMA.

OUR MISSION, I JUST WANTED TO SAY IS TO DEFINITELY PROMOTE AND INCREASE HEALING OF SEXUAL ASSAULT BY USING ALTERNATIVE AND NON-TRADITIONAL TECHNIQUES FOR WOMEN OF COLOR COMMUNITIES WITH A SPECIAL EMPHASIS ON THE AFRICAN AMERICAN WOMAN, THEREBY ERADICATING THE FEAR, SHAME AND GUILT AS WELL AS -- ASSOCIATED WITH BEING SEXUALLY ASSAULTED THROUGH SUPPORT GROUPS AND PREVENTION STRATEGIES.

[TALKING VERY QUICKLY]

>> WHAT WE HAVE IS CEREMONIES, WE USE SAGE AND BURN SAGE.

WE LIGHT CANDLES, WE TALK ABOUT THE HEALING PROPERTIES OF WATER, YOGA INSTRUCTION, HAUL LAHOOPING, THESE ARE SOME OF THE THINGS WE * DO OUT IN THE COMMUNITY AND WHAT'S REALLY INTERESTING IS OUR STRUGGLE IN TERMS OF TRYING TO FIND FUNDING FOR THIS TYPE OF WORK, WE HAVEN'T FIGURED OUT THE LANGUAGE WE NEED FOR FUNDERS AND IN SOME COMMUNITIES, HEALING HAPPENS AT AN EVENT, DOESN'T NECESSARILY HAPPEN IN A 1 ON ONE SESSION OR DOESN'T NECESSARILY HAPPEN IN A GROUP SESSION.

* THE BEST EXAMPLE I CAN GIVE IS THAT EVERY YEAR ON GOOD FRIDAY, WE HAVE THIS

EVENT CALLED THE POETS AND PURCHASES PARTY, WHERE WE HAVE COMMUNITY PARTIES PERFORM AND WE AUCTION OFF GENTLY USED PURSES AND I'LL NEVER FORGET THAT NIGHT * A WOMAN CAPE UP TO ME AND SAID, I'VE NEVER BEEN TO ANYTHING LIKE THIS BEFORE IN MY LIFE AND SHE STARTED SETTING GOALS RIGHT IN ON THE SPOT, SAYING WHEN I GET HOME TONIGHT, I'M FEELING STRONG ENOUGH TO DISCLOSE TO MY HUSBAND THAT I WAS ABUSED AS A CHILD SEXUALLY.

SO HOW DO YOU, YOU KNOW, HOW DO YOU TRACK THAT?

HOW DO YOU TRACK THAT AND PRESENT THAT TO FUNDERS TO SAY, THIS IS WHY WE'RE DOING THIS EVENT BECAUSE HEALING IS POSSIBLE IN ALL THOSE ARENAS AND SURROUNDINGS.

ONE OF THE OTHER THINGS WE DO AT THE SASHA CENTER IS WE HAVE AN URBAN GARDEN GROUP, WHERE WE CELEBRATE WITH OUR COMMUNITY GARDENS HERE IN DETROIT. I DON'T KNOW IF A LOT OF YOU KNOW BUT WE HAVE A PLETHORA OF COMMUNITY GARDENS IN DETROIT AND THEY HAVE BEEN THE LEADERS IN TERMS OF DEVELOPING URBAN GARDENS AROUND THE COUNTRY.

SO WE HAVE AN MOU WITH A SPECIFIC GARDEN WHERE WE GO AND HAVE SIX-WEEK SESSIONS FOR SURVIVORS WHO WANT TO WORK IN THE GARDEN AND IT'S NOT THAT EASY OF A CHALLENGE OR A SELL, A LOT OF TIMES WE'VE HAD AFRICAN AMERICAN FOLK, BLACK FOLK CALLING SAYING, HEY, I'M NOT TOUCHING NO DIRT.

WE DID THAT DURING SLAVERY TIME, SO WE UNPACK WHAT THAT CONVERSATION LOOKS LIKE AND INVITE THOSE WHO WANT TO TRY AND UNDERSTAND AND GO BACK TO THE ROOTS AND UNDERSTANDING THAT WE BRING AND HAVE DNA SKILLS RELATED TO DOING THAT KIND OF WORK, AND I DON'T MEAN TO SOUND LIKE WE'RE PAINTING A BROAD BRUSH HERE AND THAT EVERYBODY HAS THAT CAPACITY BUT IT'S ALSO AN OPPORTUNITY FOR US TO GET IN THE GARDEN AND DISCUSS AND TALK AND HEAL.

WE ALSO HAVE SIX AND EIGHT-WEEK GROUPS AROUND POETRY AND PERFORMANCE AND IF YOU CAN REFER BACK TO ONE OF THE SLIDES THAT -- THE ONE SLIDE THAT WE HAVE HERE OF JUST TOMORROW, WE'RE HAVING ALL-MALE PANEL DISCUSSION ABOUT DOMESTIC VIOLENCE BECAUSE IT'S DOMESTIC VIOLENCE AWARENESS MONTH SO WHILE WE ARE PRIMARILY SEXUAL ASSAULT AND SEXUAL ASSAULT IDENTIFIED ORGANIZATION, WE ALSO RECOGNIZE THAT CONVERSATIONS IN TERMS OF DEVELOPING SAFETY FOR ALL FOLKS, THAT MEN NEED TO BE ABLE TO HAVE THE DIALOGUE AND CONVERSATION.

WE CELEBRATE COMMUNITY IN A PLETHORA OF WAYS.

OUR ORGANIZATION HAS THE SUPPORT OF ARTISTS.

ARTISTSES CONTINUES TO COME AND BE A PART OF OUR EXPRESSION AND THE WAYS THAT WE DEAL WITH * ONE ANOTHER AND HOW WE ENGAGE AND I DIDN'T NECESSARILY WANT TO TAKE UP TOO MUCH TIME BUT I DIFFERENTLY WANT YOU ALL TO KNOW THAT WE ARE CERTAINLY GLAD TO BE AMONG WOMEN OF COLOR DOING THIS WORK, AND CERTAINLY PROUD TO HAVE THE OPPORTUNITY TO BE ON THIS CALL WITH SUCH DYNAMIC WOMEN, SUCH AMAZING WOMEN, MEN, WHO ARE DOING THE WORK TO END VIOLENCE AGAINST WOMEN AND COMMUNITIES OF COLOR BUT, IN PARTICULAR, THIS INTERSECTIONALITY PIECE IS SO IMPORTANT BECAUSE WE HAVE TO BE ABLE TO BE PRESENT AND BE THE AND AND BOTH, AND TO ALLOW OUR SURVIVORS AND THOSE WITH EXPERIENCE -- THOSE WHO HAVE EXPERIENCED SEXUAL ASSAULT TO COME TO THE TABLE AS THEY ARE N THEIR FULL SELVES AND ACCEPTED AND SUPPORTED AND FELT SAFE NO MATTER WHAT THEIR IDENTITIES ARE, AND NOT LOOKING AT THEM SEPARATELY BUT LOOKING AT THEM COLLECTIVELY AND TOGETHER.

>> WHOOP, WHOON, MISS KALIMAH.

THANK YOU, CALIFORNIA LEE MEMORIAL A THANK YOU SO MUCH, GABBY.

THIS IS LINA AGAIN FROM WOCN.

TRYING TO TAKE IN ALL THAT YOU SAID.

I HAD SEVEN DIFFERENT QUOTES THAT I WANT TO STEAL AND SOMEHOW I SAID IT OR SOMETHING, JUST BRILLIANT THOUGHTS ABOUT HOW TO BE WITH PEOPLE, HOW TO LOVE PEOPLE AND THAT THAT'S REALLY THE QUESTION TO INTERSECTIONALITY AND THE ANSWER TO ME IS ALWAYS RELATIONSHIPS AND TO SEE THE WHOLE PERSON IN FRONT OF YOU. SO I APPRECIATE ALL YOU HAVE SAID.

I HAVE TWO QUESTIONS FOR BOTH OF YOU TO REFLECT ON.

WE'RE GOING TO ACTUALLY SKIP QUESTION ONE AND TWO SINCE YOU COVERED THAT DURING YOUR BRIEF HISTORY OF THE ORGANIZATION THAT YOU WORK FOR RIGHT NOW AND REPRESENT.

I WOULD LOVE TO ASK YOU, GABBY, WHAT IS THE COST OF NOT USING AN INTERSECTIONALITY LENS IN YOUR WORK?

WHAT WOULD HAPPEN IF WE WERE NOT USING INTERSECTIONALITY?

GABBY, YOU MIGHT BE ON MUTE?

>> OH, YES, THANK YOU.

SO FIRST OFF YOU WOULD REACH THE OPPORTUNITY OF MISSING GROUPS THAT ARE MOST MARGINALIZED BECAUSE EVEN WITHIN THAT TERM UNDERSERVED, WHETHER IT'S GRANT PURPOSES OR WHITE PAPER PURPOSES OR WHAT THE GENERAL PUBLIC GOES WITH AND IMAGES AROUND WHO'S UNDERSERVED, IT'S STILL THIS UMBRELLA, LIKE PEOPLE WITH DISABILITIES, WHO ARE THE MOST MARGINALIZED WITHIN THAT COMMUNITY, RIGHT? AND I KNOW THAT AS ANTI-OPPRESSION TRAINERS, THERE'S STILL THIS MENTALITY OF, LIKE, WELL, THERE'S NO HIERARCHY OF OPPRESSION.

YOU KNOW WHAT, STEP INTO THAT, LEAN INTO THAT A LITTLE BIT, I CHALLENGE YOU.

ONE OF MY BEST TRAINERS, I HAVE SO MANY MENTORS IN THIS AND, AGAIN, I'M ALWAYS LEARNING, ONE OF MY BEST TRAINERS TO REALLY LOOK AT THE INTERNALIZED RACISM PIECE WAS THE PEOPLE'S INSTITUTE.

ONE OF THE EXERCISES THAT THEY DID WAS THEY LINED US ALL BASED ON SKIN COLOR AND WE TALKED ABOUT THAT, THE REALNESS OF THAT.

WHEN YOU DO WORK FROM AN INTER-- WHEN YOU DON'T DO IT FROM THE INTERSECTIONALITY APPROACH, YOU'RE DOING BROAD STROKES AND DOING A MINIMUM. WE OWE IT TO OUR COMMUNITIES, WE HAVE TO DIG DEEP AND REALLY LOOK FOR THE SMALLEST VOICES TO UPLIFT THEM.

>> ROCK ON, GABBY.

I APPRECIATE THAT.

IN MY COMMUNITY, WE SAY WHOOP WHOOP OR WE SNAP FINGERS, YOU KNOW, TO SAY THAT WE TOTALLY -- THAT MY SISTER SPEAKS MY MIND SO I REALLY APPRECIATE THAT.

I WOULD LIKE TO GO TO YOU, KALIMAH, AND YOU GAVE US A TEASER OF THIS WHEN YOU TALKED ABOUT BEING AT AN EVENT IN YOUR COMMUNITY AND THE PERSON -- THE SURVIVOR, THE WOMAN THAT TALKED TO YOU SAYING I'M GOING TO DO THIS, THIS AND THIS, AND HOW DO YOU MEASURE THAT, BUT I WOULD LIKE YOU TO TELL US A LITTLE BIT MORE ABOUT WHAT OTHER FRUITS OR SUCCESSES ARE YOU SEEING BECAUSE OF YOUR INTERSECTIONALITY FOCUS, AND TO ME, AGAIN, INTERSECTIONALITY REALLY MEANS BEING IN THE COMMUNITY, IN LOVE WITH THE COMMUNITY AND REALLY LOOKING AT A PERSON AND SEEING ALL OF THAT PERSON.

SO WHAT ARE SOME OF THE FRUITS OF SUCCESSES THAT YOU WOULD LIKE TO SHARE WITH US AS WE MOVE FORWARD?

>> YOU KNOW, THERE ARE SO MANY, I'M JUST TRYING TO FIGURE OUT WHICH ONE I THINK WOULD BE BEST IN TERMS OF DESCRIBING.

ONE OF THE THINGS I CAN SAY IS THAT WE HAVE HAD -- I MEAN, WELL, CURRENTLY, I HAVE TO GUIDE IT IN THIS WAY.

WE JUST DID AN INTERVIEW OF A SURVIVOR WHERE THEY DIDN'T SHOW HER FACE OR ANYTHING LIKE THAT AND I DIDN'T KNOW THEY HAD FOUND THIS SURVIVOR PARTICULARLY AROUND THIS STORY BECAUSE WE JUST LOST ALL OF OUR SIGNIFICANT FUNDING AND FOR HERETICALLY BEING -- I THINK SHE WAS 19 YEARS OLD, I WON'T SAY ANY MORE ABOUT THAT BUT SHE EXPLAINED ON TELEVISION WITH THEM SHOWING JUST HER HANDS THAT IT WAS SASHA SENT THAT HELPED HER REALLY COME OUT OF HERSHEL AND WHAT WE KNOW IS THAT -- OUT OF HER SHELL AND I THINK * DEPENDING HOW WE COUNT THE SUCCESSES, ONE OF THOSE SUCCESSES IS THAT WE'RE HERE.

THERE IS NOT EVEN AN OPPORTUNITY FOR SURVIVORS AND COMMUNITIES OF COLOR AND PARTICULAR THE AFRICAN AMERICAN COMMUNITY TO BEGIN TO START TALKING ABOUT THESE THINGS AND THESE ISSUES AND WE'RE STARTING TO GAIN SOME MOMENTUM. FOR INSTANCE, WE'RE COLLABORATING WITH AN ORGANIZATION THAT UNDERSTANDS OUR ORIENTATION AS BEING UNAPOLOGETICALLY BLACK AND THEY HAVE BEEN NOTORIOUSLY KNOWN FOR NOT REALLY SERVICING THE BLACK COMMUNITY IN THE BEST WAY BUT KNOWING THAT SASHA CENTER WAS -- SHOULD BE AND IS THE LEAD ON EDUCATING YOUNG MEN AND BOYS AROUND HOW TO TREAT WOMEN AND GIRLS, AND I DON'T MEAN TO MAKE IT SO BINARY IN THAT WAY BUT TO EXPLAIN MORE THAT WE HAVE THE OPPORTUNITY TO GET OUT THERE AND LET PEOPLE KNOW THAT WE'RE HERE.

THERE ARE A LOT OF OTHER SUCCESSES THAT WE HAVE THAT ARE JUST MORE ON AN INDIVIDUAL BASIS BUT AS A GROUP AND AS A COMMUNITY AS A WHOLE, ONE OF THE THINGS THAT WE REALLY APPRECIATE ABOUT BEING HERE IS THAT WE HAVE THE OPPORTUNITY NOW TO EDUCATE ON THES, SO LET ME BE CLEAR.

ONE OF THE STRUGGLES THAT WE HAVE HAD IS THIS -- IN THIS REGION IS THAT WE HAVE TO DO TWO THINGS.

WE HAVE TO EDUCATE OUR COMMUNITY AND HELP OUR COMMUNITY RECOGNIZE THEIR OWN POWER AND THEIR OWN STRATEGIES AND THEIR OWN WAYS AND THEIR OWN ACCEPTANCE OF WHAT A POSITIVE BLACK IDENTITY IS FOR THEM, WHATEVER THAT MEANS.

WE HAVE TO DO THAT FIRST BECAUSE WE HAVE HAD SITUATIONS WHERE I'VE HAD WOMEN OF COLOR ASK ME SPECIFICALLY, WHY DON'T YOU JUST CHANGE YOUR MISSION AND THEN YOU'LL GET MORE MONEY.

DON'T JUST SAY IT'S FOR AFRICAN AMERICANS, KEEP SAYING IT'S FOR EVERYBODY AND BEING ABLE TO HAVE THAT OPPORTUNITY TO HAVE THAT CONVERSATION WITH THOSE FOLKS, EITHER 1 AN ONE OR IN GROUP SESSIONS WHY WE'RE UNAPOLOGETICALLY BLACK AND DOING THAT, AND I THINK THAT'S WHY WE'RE A SUCCESS, BECAUSE WE'RE WALKING AROUND BEING MODELS GIVING PEOPLE TO BE -- AND I THINK THAT IS A SUCCESS IN AND OF ITSELF.

I DON'T KNOW IF I'M QUITE ANSWERING YOUR QUESTION BUT ONE OF THE THINGS I DO KNOW IS THAT WE ARE HERE TO PROVIDE PEOPLE THE OPPORTUNITY TO CONTINUE TO LOOK AT HOW THEY HAVE HEALED WHAT, THEY HAVE USED, YOU KNOW, WHAT KIND OF THINGS MATTER TO THEM AND SO NOW WE'RE PARTNERING WITH SCHOOLS, WE'RE PARTNERING WITH ORGANIZATIONS, WE'RE PARTNERING WITH ORGANIZATIONS THAT WE NORMALLY WOULDN'T

PARTNER WITH.

WE ARE HAVING CONVERSATIONS AT THE MALL, WE'RE HAVING CONVERSATIONS AT NAIL SALONS, HAVING CONVERSATIONS AT BEAUTY SALONS.

I OWN A NATURAL HAIR CARE SALON IN DETROIT AND I HAVE HAD SURVIVORS OF SEXUAL ASSAULT AND THOSE WHO HAVE EXPERIENCED SEXUAL ASSAULT, HEY, I'M NOT COPING IN THERE BUT WHAT CAN WE DO HERE.

SO WE'VE BEEN ABLE TO REACH OUT IN THAT WAY AND I THINK THOSE HAVE BEEN VERY HEAVILY AND VERY SUCCESSFUL, TOO, AND THAT WE'RE WILLING TO GET OUT THERE AND JUST HAVE THE CONVERSATION IN PLACES WHERE THE CONVERSATIONS HAVE NEVER BEEN ADD.

SO THAT'S KIND OF HOW I VIEW AND THAT'S HOW I WOULD GATHER OUR SUCCESSES. OUR ORGANIZATION HAS BEEN RECOGNIZED BY, YOU KNOW, DEFINITELY BY THE SPORT ARENAS, ALLOWING US TO ADVISE THEM ON CULTURALLY SPECIFIC WAYS OF DELIVERING MESSAGES AROUND SAFETY, DELIVERING MESSAGES AROUND INTIMATE PARTNER VIOLENCE AND DELIVERING MESSAGES AROUND CONSENT AND SAUL ASSAULT IN OUR WAY AND LANGUAGE SO THOSE ARE SOME OF THE DIRECT SUCCESSES I IDENTIFY.

I WOULD ALSO ENCOURAGE EVERYBODY TO GO TO OUR WEBSITE, IT IS WWW.SASHACENTER.ORG, TO KIND OF SEE SOME OF THE WAYS IN WHICH WE'RE ENGAGING PEOPLE AROUND THE CONSIDERATION AND AROUND HEALING FROM SEXUAL ABUSE AND ASSAULT.

THERE ARE LOTS OF PEOPLE THAT WORK ON THE OUTSIDE, THEY HAVE WONDERFUL IDEAS ABOUT HOW WE CAN GET FUNDED AND THINGS OF THAT NATURE BUT WHAT I KNOW FOR SURE THAT WE HAVE SUCH A HARD-CORE GROUP OF PEOPLE WHO ARE INTERESTED IN MAKING SURE THAT ANYBODY WHO'S EXPERIENCED SEXUAL ASSAULT SOMETHING SERVICED THAT WE'RE GOING TO KEEP DOING THE WORK WHETHER WE'RE FUNDED OR NOT.

THAT I KNOW AND SO THAT IS A SUCCESS IN AND OF ITSELF, THAT WE HAVE COMMITTED PEOPLE WHO ARE ALSO SURVIVORS, ALSO PEOPLE WHO HAVE EXPERIENCED SEXUAL ABUSE AND ASSAULT WHO ARE WILLING TO HELP US CONTINUES TO CARRY THE TORCH AND CONTINUE TO HAVE THE CONVERSATION AND CONTINUE TO GIVE AND PROVIDE SAFE BASIS FOR ALL OF US, AND I CAN'T EVEN EXPLAIN THAT ENOUGH.

I MEAN -- AND SOMETIMES WE RUN -- YOU ALL KNOW, WE RUN INTO BARRIERS AND EXPERIENCES AND PEOPLE WHO THINK WE SHOULD BE ORIENTED A CERTAIN KIND OF WAY BUT WE ARE SAYING THAT IF YOU HAVE BREATH IN YOUR BODY, YOU DESERVE RESPECT AND HONOR.

YOU DESERVE SAFETY.

YOU DESERVE TO BE HEARD AND YOU DESERVE TO SHARE HOW YOU HAVE HEALED EVEN AN YOUR OWN WITHOUT ANYBODY BECAUSE WE HAVE THOSE TIPS.

WE HAVE TO BELIEVE THAT PEOPLE AND THAT FOLKS THAT COME TO THE TABLE ALREADY HAVE EVERYTHING THEY NEED TO HEAL.

IT'S OUR JOB TO MAKE SURE THEY'RE SAFE ENOUGH TO EXPLORE IT.

>> THANK YOU SO MUCH, KALIMAH.

BOTTOM LINE IS HOW DO YOU COMMUNITY ENGAGE AS A WAY OF LIFE, IT'S NOT JUST A JOB.

IT'S HOW DO YOU MEET PEOPLE WHERE THEY'RE AT, NOT ONLY EMOTIONALLY BUT PHYSICALLY, AND MAY WE NEVER SAY AFTER THIS CONVERSATION SOMETHING LIKE, HEY, I PUT UP A FLIER AND NO ONE CAME BECAUSE THAT JUST MEANS THAT YOU HAVE NOT BEEN WITH THE RIGHT PEOPLE AT THE RIGHT PLACE.

AND MEETING PEOPLE IN THEIR COMMUNITY WHERE THEY'RE COMFORTABLE IS KEY, IT'S KEY TO OUR SUCCESS.

ONE OF THE OTHER THINGS I WOULD LIKE TO ASK THE PARTICIPANT NOW AND WE CAN DO THAT THROUGH, AGAIN, THROUGH THE TEXT BOX OR IF YOU WANT TO RAISE YOUR HAND, WE WILL LOVE TO HEAR YOUR VOICE, I WOULD LIKE TO ASK YOU -- YOU CAN ANSWER ANY OF THESE QUESTIONS.

HOW MIGHT YOU UMMMENT THIS FRAMEWORK IN YOUR WORK?

OH-HOW MIGHT YOU IMPLEMENT THIS FRAMEWORK IN YOUR WORK?

AND, OR, WHAT KIND OF SUPPORT DO YOU FEEL YOU WOULD NEED -- I GOT THE POWERPOINT, EVERYBODY, SO YOU CAN LET ME MANAGE IT, THAT WOULD BE HELPFUL.

AND WHAT KIND OF SUPPORT WOULD YOU NEED FROM OUR ORGANIZATIONS, LIKE WOCN OR OTHER ORGANIZATIONS TO IMPLEMENT, AUGMENT, STRETCH AN INTERSECTIONAL FRAMEWORK IN YOUR WORK?

AND WHAT CHALLENGES MIGHT YOU SEE?

SO, AGAIN, HOW COULD YOU MAYBE IMPLEMENT OR EXPAND THE FRAMEWORK OF INTERSECTIONALITY IN YOUR WORK?

WHAT KIND OF SUPPORT DO YOU FEEL YOU MIGHT NEED FOR THAT TO HAPPEN?

AND WHAT CHALLENGES MIGHT YOU FORESEE IN THAT PROCESS?

SO I WOULD LOVE TO HEAR VERBALLY OR IN THE TEXT BOX FROM ANYBODY, PLEASE.

WE HAVE ABOUT 11 MINUTES TOGETHER.

SO I WOULD ENCOURAGE YOU TO SPEAK UP.

[SILENCE]

I KNOW YOU ALL ARE NOT SHY, THAT'S FOR SURE.

[BEEPING]

>> JUST A REMINDER, IF YOU WOULD LIKE TO SHARE OVER THE PHONE, TO PLEASE RAISE YOUR HAND BY --

>> I THINK MARIAN' HAS A RAISED HAND, CASEY, IF I UNDERSTAND THIS PROCESS. MARIAN' CHAMBERS, MAYBE?

>> WONDERFUL.

LET ME PRIVATE CHAT YOU, MARIAN A, AND GIVE YOU THE INFORMATION.

WHILE WE'RE GETTING HER ON THE LINE, PERHAPS OTHER PEOPLE WANT TO SHARE IN THE CHAT.

>> I CAN DO THAT WHILE YOU HAPPEN MARIAN A, AS YOU CAN TELL, WE WANT TO HEAR YOUR VOICE * AND THESE ARE NEW THINGS WE'RE DOING TO ENGAGE WITH FOLKS IN MORE PERSONAL WAY.

I SEE THAT -- SAYS, YES, MA'AM, WELL SAID.

BEAUTIFULLY PUT, KALIMAH, FROM AMBER.

AND JENNESE, JOIN GOING T.A. FROM -- IS MUCH NEEDED, IDEAS, RESOURCES TO HELP WITH COMMUNITY BUY-IN.

AND ALSO THE CHALLENGES HERE CONTINUE TO BE SUSTAINABLE FUNDING, AND THAT WAS FROM DENISE.

AND AMBER, I'VE BEEN PUTTING IN -- I'VE BEEN PUTTING -- ON INTERSECTIONALITY TO MANAGERS AND E.D.S BY CALLING ATTENTION TO HOW FOCUSING ON INTERSECTIONALITY THEIR WORK WITH SURVIVORS CAN ALSO HELP RETAIN STAFF, HELP CONNECT AND STAY IN THEIR ORGANIZATION LONGER.

THAT IS SO TRUE PARTICULARLY FOR PEOPLE OF COLOR, ABSOLUTELY.

AND KALIMAH SAYS SHE'S THANKFUL AND HUMBLED FROM EVERYBODY'S COMMENTS AND --

ENERGY ON THE CALL.

CASEY, WE READY FOR MARYANNA?

>> IF YOU HAVEN'T NOTICED, MARY ANNA, I SENT YOU A PRIVATE CHAT WITH INSTRUCTIONS ON HOW TO JOIN US ON THE LINE.

I HAVEN'T HEARD FROM HER.

PERHAPS SHE'S NOT WITH US.

I WILL LET YOU KNOW AS SOON AS I HEAR FROM HER.

>> I'M SORRY, CASEY.

SO WE'RE KIND OF WAITING ON MARY ANNA?

WE HAVE -- IS HERE FROM TULSA, WE HAVE INCORPORATED THIS FRAMEWORK IN OUR THEME FOR OUR STATE CONFERENCE IN 2016.

GOOD PLUG-IN, NOW YOU KNOW, YOU CAN GO TO THE 2016 CONFERENCE AT TAM SA.

WHAT MONTH IS IT, WHEN IS THE CONFERENCE IN 2016?

LET US KNOW.

WE HAVE A COMMENT, LET'S SEE, NOEL.

I THINK A BIG CHALLENGE IN STATES OR LOCAL COMMUNITIES IS HOW TO BALANCE MOBILIZING COMMUNITY OR ORGANIZATIONS TO ADVANCE AND INTERSECTIONALLY LENS WHILE ALSO BALANCING THE NEED TO KEEP MAINSTREAM ORGANIZATIONS, GOVERNMENT OR PEOPLE OF POWER AS, QUOTE, UNQUOTE, FRIEND.

YOU CAN ALSO GET PUSHED OR MAINTAIN POLICIES INCLUDING NOT -- TEN TIMES WORSE FOR VICTIMS.

I REALLY, REALLY UNDERSTAND THAT DANCE OF KEEPING THOSE, QUOTE, UNQUOTE, PEOPLE IN POWER AS FRIEND, AND THIS MIGHT SOUND SIMPLISTIC TO A VERY COMPLICATED QUESTION BUT ARE -- NOEL, I THINK THAT CONNECTING TO PEOPLE'S HEARTS, FIGURING OUT HOW TO TAKE WHAT KALIMAH WAS TALKING ABOUT, LIKE THE INCREDIBLE TRANSFORMATION SHE HAS SEEN AND PUT IT IN A WAY THAT THOSE PEOPLE IN POWER CAN UNDERSTAND IT AND SEE IT AND DEVELOPING RELATIONSHIPS AND REACHING, YOU KNOW, AGAIN, REACHING PEOPLE'S HEARTS IN THE PROCESS BECAUSE AT THE END OF THE DAY, WE ARE ALWAYS TAKING -- THERE IS AN AMERICAN -- NORTH AMERICAN SAYING ABOUT YOU CAN KEEP ON PICKING THE FISH AT THE END ARE DEAD, YOU HAVE TO GO UP AND SEE WHAT'S HAPPENING, WE HAVE TO DO A LITTLE BIT OF BOTH AT THE SAME TIME.

BUT I REALLY APPRECIATE THOSE COMMENT.

CASEY, DO WE HAVE MARE ANN A OR SHOULD WE MOVE ON?

>> I THINK WE CAN MOVE ON.

I'M NOT SURE SHE INTENDED TO RAISE HER HAND BUT WE ARE LOOKING FOR OTHER HANDS TO BE RAISED, SO IF YOU WOULD LIKE TO SPEAK, PLEASE GO AHEAD AND RAISE YOUR HAND.

>> THANK YOU, CASEY, THANK YOU, MARY ANNA, WE UNDERSTAND THE THAT'S NOT WHAT YOU MEANT.

I'M ACTUALLY GOING TO TURN IT OVER RIGHT NOW TO MISS ALEESE WHO WILL HELP US A LITTLE BIT AS WE GET CLOSER TO OUR CLOSING TIME TOGETHER.

GO AHEAD, ALEESE.

>> THANK YOU, LINA HAVE THE SO I IN THE THAT OUR GROUP IS A LITTLE SHY BUT WE'RE GOING TO GO ON AND CONTINUE TO TRY TO MAKE THIS AS INTERACTIVE AS POSSIBLE BECAUSE AS LINA SAID EARLIER, BECAUSE IT IS TRUE, THAT AT ANY GIVEN MOMENT, WE ARE BOTH TEACHERS AND STUDENTS AND WE ARE NOT ON THIS WEBINAR, WE

ARE NOT ON THIS CALL TO IMPLY THAT WE HAVE ALL THE ANSWERS, THAT WE BELIEVE YOU OUT IN THE FIELD DOING THE WORK ALSO HAVE TRUTH AND WISDOM AND PROMISING PRACTICES TO SHARE WITH ALL OF US, AND SO WE WANT TO INVITE YOU TO REALLY PARTICIPATE IN THIS CONVERSATION, AND SO I WOULD LIKE TO START BY ASKING YOU TO SHARE, ANYONE WHO WOULD LIKE TO TO SHARE SPECIFICALLY THE WORK THAT YOUR DOING IN YOUR COMMUNITY THROUGH YOUR ORGANIZATION, AND SOME OF YOU ARE ALSO VOLUNTEERING WITH OTHER ORGANIZATIONS AND SOME OF YOU ARE DOING YOUR OWN WORK OUTSIDE OF THE WORK THAT -- YOUR 9:00 TO 5:00, SO ANYWHERE IN YOUR COMMUNITY WHERE YOU ARE DOING WORK USING THE INTERSECTIONALITY LENS OR CONCEPT OR PRINCIPLES, WE WOULD LIKE TO HEAR FROM YOU. WE JUST HAVE -- WE HAVE ABOUT FIVE OR SIX MORE MINUTES SO IF ANYBODY WOULD LIKE TO SHARE HOW THEY'RE DOING THIS WORK, THAT WOULD BE GREAT.

[SILENCE]

>> SO I'M CHECKING DOWN IN THE CHAT SECTION, I'M NOT SEEING ANYTHING AND I'M LOOKING FOR -- SEE IF ANYBODY HAS RAISED THEIR HAND. WANT TO SHARE THE WORK THAT YOU'RE DOING IN YOUR COMMUNITY.

[PEEPIING]

>> HELLO, ALEESE, LOOKS LIKE PROJECT SOS IS DOING WORK IN THIS ARENA. NOEL SHARES THEY HAVE A HEALTHY RELATIONSHIP UNIT FOR SIXTH TO 8TH GRADERS THAT'S ENDORSED BY THEIR DEPARTMENT OF EDUCATION THAT USES INTERSECTIONAL AND GENDER EQUITY FRAMEWORK.

ALSO, ANSWERING THE QUESTION WHAT HAS CHALLENGED YOU, AMBER SAYS, I'VE BEEN CHALLENGED THROUGHOUT MY WORK IN MARYLAND TO REMAIN TRAUMA-INFORMED WHILE PRESENTING BUT WANTING TO SUPPORT THE TRAUMA ADVERTISED COMMUNITIES OF COLOR PARTICULARLY BLACK MEN, * WOMEN, TRANS PERSONS AFFECTED BY POLICE VIOLENCE AS WELL AS DOMESTIC VIOLENCE.

>> THANK YOU.

SOUNDS LIKE YOU GUYS ARE DOING SOME REALLY GRATE WORK OUT THERE, CONNECTING THE DOTS BETWEEN THE -- MANY INJUSTICES AND TYPES OF OPPRESSION THAT COMMUNITIES OF COLOR ARE EXPERIENCING, ALONG WITH DOMESTIC AND SEXUAL VIOLENCE.

THANK YOU FOR SHARING YOUR STORY.

WE JUST HAVE A COUPLE MORE MINUTES AND SO I THINK IN CLOSING OUR PREPARATION FOR CLOSE, I THINK I WOULD LIKE TO ASK GABBY AND KALIMAH ONE MORE QUESTION THAT THEY MIGHT SHARE SOME GOLDEN NUGGETS WITH OUR AUDIENCE.

SO, GABBY AND KALIMAH, WHAT WOULD YOU SAY TO THESE ORGANIZATIONS, THE PEOPLE REPRESENTING THESE ORGANIZATIONS WHO WANT TO HAVE AN INTERSECTIONAL APPROACH AND ARE JUST TRYING TO FIGURE OUT WHERE TO BEGIN, HOW TO BEGIN, WHAT GOLDEN NUGGET, IF YOU COULD GIVE THEM JUST ONE GOLDEN NUGGET, COULD YOU SHARE THAT WITH US TODAY?

EACH OF YOU, JUST ONE GOLDEN NUGGET FOR OUR AUDIENCE, HOW TO BEGIN THIS WORK.

>> TRUTH TELLING.

>> YES.

>> BEING HONEST AND OPEN AN GETTING OUT YOUR OWN WAY SO THAT THAT CAN HAPPEN BECAUSE WE ALL BRING OUR OWN HISTORICAL DATA TO THE TABLE AND SOMETIMES THAT HISTORICAL DATA CAN INTERRUPT THE PROCESS.

DON'T BE AFRAID, BE DILIGENT, SPEAK OUT, TRUTH TELL, TELL YOUR TRUTH, TELL THE

TRUTH OF OTHERS AND BE WILLING TO BE AN ALLY EVEN IN THE MARGINS.

>> UH-HUH.

>> EXCELLENT.

THANK YOU, CALIFORNIA LEE MEMORIAL AGABBY, DO YOU HAVE A NUGGETS FOR US?

>> SURE.

ONE THING I SAY IS THAT WE INHERITED THIS CULTURE OF VIOLENCE, RIGHT, SO EVEN THOUGH WE DON'T ALL CONTRIBUTE TO IT, WE CAN BE A PART OF THE SOLUTION. AND DON'T SETTLE FOR CULTURAL COMPETENCE, TO ME THAT IMPLIES THERE IS A FINISH LINE.

THERE IS NO FINISH LINE, OUR COMMUNITIES ARE ALWAYS EVOLVING, SO WE CAN BE AS CULTURALLY RELEVANT AS WE CAN BE AND THAT INVOLVES DEEP LISTENING AND THE LEADERSHIP OF THE MOST MARGINALIZED FOLKS, INCLUDING LGBT PEOPLE OF COLOR.

>> EXCELLENT.

THANK YOU, GABBY.

SO WITH THOSE EXCELLENT NUGGETS, I'LL TURN IT OVER TO LINA.

>> THANK YOU, EVERYBODY.

AGAIN, THANK YOU FOR ALL OF YOU WHO HAVE BEEN ON THE PHONE.

WE WANTED TO -- WE REALLY HONOR THE TRADITION OF CLOSING AND SO I WANTED TO SHARE -- WITH YOU AND THEN ZOE IS GOING TO GIVE US SOME LOGISTICAL INFORMATION.

SO I JUST WANTED TO GIVE YOU SOME THOUGHTS AND THEY'RE JUST BULLET POINTS. REMEMBER, THESE ARE YOUR PEOPLE, NOT JUST YOUR CLIENTS, YOU MUST LOVE THE PEOPLE TO UNDERSTAND THAT THEY ARE PART OF THE SOLUTION, WHEN WE TALK ABOUT ABOUT TRAUMA INFORMED CARE, WE ARE TALKING ABOUT WHAT COMMUNITIES OF COLOR HAVE ALWAYS DONE WITH EACH OTHER, LOVE EACH OTHER, USE THEIR OWN RESOURCES, BELIEVE EACH OTHER, ET CETERA, ET CETERA.

PLEASE REMEMBER THAT YOU MUST RECOGNIZE THE CONSTELLATION OF A PERSON. IT IS JUST NOT ONE THING THAT HAPPENED TO THEM, IT IS A CONSTELLATION OF THEIR EXPERIENCE THAT'S AT RISK AND ALSO WHAT'S AT RISK OF -- ALSO IS THE PROMISE OF HEALING FOR THAT PERSON.

DON'T FORGET THAT PEOPLE CANNOT PICK WHAT PART OF THEMSELVES IS IN MORE NEED OF LIBERATION, HEALING OR JUSTICE.

THIS IS NOT A BUZZ WORD.

INTERSECTIONALTY, WE INVITE YOU TO REMAIN HUMBLE IN THIS PROCESS, TO USE THIS LENS AND TRUST ME IF YOU'RE NOT AUTHENTIC WITH IT, YOUR COMMUNITY WILL KNOW. DON'T FORGET THAT ANYTHING AROUND INTERSECTION ALT FOR ALL IN THE FAMILY SO IT MEANS THAT YOU HAVE TO -- YOU NEED TO INVOLVE THE ENTIRE FAMILY WITH -- WHETHER THAT IS A PERPETRATOR OR VICTIM, A CHILD OR AN ADULT.

AS KALIMAH TALKED ABOUT, IT ALSO MEANS THAT WE USE MANY MODALITIES OF HEALING IN THIS PROCESS AND THE COMMUNITY OF COLOR COME TOGETHER TO CELEBRATE AND LAUGH AS WELL AS STRUGGLE.

WE CAN NOT DO THIS WORK WITHOUT TALKING ABOUT -- I THINK IT WAS GENEST WAS TALKING ABOUT BEFORE -- I'M SORRY, AMBER, WE CANNOT NOT DO THIS WORK AND NOT TALK ABOUT POLICE BRUTALITY, WE CANNOT DO DOMESTIC VIOLENCE WORK AND NOT TALK ABOUT THAT INTERSECTION.

AND LET US NOT FORGET THAT COMMUNITY IS THE ANSWER, THEY HAVE THE ANSWER, AND THAT OUR JOB IS TO SIT ALONGSIDE THEM IN THAT PROCESS.

IT IS COMPLEX AND BEAUTIFUL ALL AT THE SAME TIME.

ZOE?

>> LINA, THANK YOU SO MUCH FOR THAT AND I WANT TO SAY WHAT A GREAT, GREAT WEBINAR.

JUST SO MANY JEWELS, KALIMAH WHAT YOU TALKED ABOUT, ABOUT BEING DILIGENT AND NOT BEING AFRAID AND GABBY, ALL OF YOUR WORDS.

AND SO JUST AS WE WRAP UP, JUST KNOW THAT YOU ALL WILL HAVE ACCESS TO THIS WEBINAR IF YOU WISH TO HAVE IT.

THERE IS ALSO LINKS WITHIN THE CHAT HERE, LINKSES TO THE STATISTIC ON TRANS WOMEN OF COLOR WHO WERE KILLED, LINKS TO MOVE TO END VIOLENCE, LINKS FOR SASHA'S ORGANIZATION, THE NO MORE VIDEO THAT GABBY'S ORGANIZATION DID, IT'S ALSO INCLUDED, AND IF YOU LOOK TO OUR LAST PAGE, THERE IS SASHA'S INFORMATION, IN OUR OWN VOICES INFORMATION AND THEN ALL OF OUR CONTACT INFORMATION.

SO WE ARE A LITTLE OVER TIME BUT JUST KNOW, IF YOU WANT TO CONTACT ANY OF US, WE ARE COMPLETELY AVAILABLE, COMPLETELY ACCESSIBLE AND THE WOCN WEBSITE IS AT THE BOTTOM.

JUST THANK YOU ALL SO MUCH FOR INTERACTING AND ENGAGING AND BEING WITH US IN THE WORK.

[BEEPING]

>> THANK YOU SO MUCH, ZOE.

>> THANK YOU SO MUCH, NRCV, AS WELL, FOR BEING A GREAT HOST.

THANK YOU FOR WORKING WITH US.

>> THANK YOU ALL.

THIS IS FABULOUS, THIS WAS A FABULOUS DISCUSSION AND I HOPE IT'S JUST A START. WE'LL CONTINUE THIS DISCUSSION AT THE NATIONAL RESOURCE CENTER IN ALL THE WORK WE DO.

I ALSO WANT TO MAKE SURE THAT I THANK OUR FABULOUS CAPTIONER ON TODAY'S SESSION FOR -- LISA FOR HELPING TO MAKE THIS SESSION AVAILABLE TO EVERYBODY. AND AS YOU CLOSE OUT OF TODAY'S SESSION, YOU WILL BE PROMPTED WITH A BRIEF ONLINE EVALUATION.

WE HOPE THAT YOU'LL TAKE A LITTLE BIT OF TIME TO COMPLETE THAT EVALUATION AS IT REALLY HELPS INFORM OUR FUTURE PROJECTS AND GIVE US FEEDBACK ABOUT THIS, YOUR EXPERIENCE, ON THIS WEBINAR.

AS ZOE SAID, WE WILL BE FOLLOWING UP WITH AN EMAIL INCLUDING A RECORDING OF THIS SESSION.

THE CHAT DISCUSSION THAT'S BEEN REQUESTED, REHAD -- REDOCUMENTS, A SUMMARY OF OUR DISCUSSION AND A TRANSCRIPT FROM OUR WONDERFUL CAPTIONER, LISA.

SO THANK YOU ALL, AS WE WRAP UP DOMESTIC VIOLENCE AWARENESS MONTH, 2015, WE HOPE THAT YOU'LL CONTINUE THE DISCUSSION WITH US * AND #INTERSECTIONALITY.

THANKS, EVERYBODY.

HAVE A GREAT AFTERNOON.